

THE LABOUR GAZETTE

COPY A

MAY 1955
VOL. LV No. 5

IN THIS ISSUE:

Revision of Unemployment
Insurance Act

Working Conditions of
Sales Staff, Retail Trade

Fatal Industrial
Accidents, 1954

Annual Convention,
Quebec Federation
of Labour (TLC)

Collective Bargaining
in Truck Transportation



Published Monthly
by the

DEPARTMENT
OF LABOUR

CANADA



THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
Harry J. Walker

Assistant Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Circulation Manager
C. E. St. George

Vol. LV, No. 5	CONTENTS	MAY 1955
	Current Manpower and Labour Relations Review.....	489
	Notes of Current Interest.....	505
	Labour Briefs Presented to Provincial Governments.....	517
	Proceedings of Parliament of Labour Interest.....	518
	Fatal Industrial Accidents, 1954.....	521
	18th Annual Convention, Quebec Federation of Labour (TLC) ..	523
	United Auto Workers Convention.....	527
	50 Years Ago This Month.....	532
	Teamwork in Industry.....	533
	Industrial Relations and Conciliation:	
	CLRB Rules of Procedure, IR & DI Regulations Revised..	534
	Proceedings before Canada Labour Relations Board.....	540
	Conciliation Proceedings before Minister of Labour.....	541
	Collective Agreements:	
	Collective Bargaining in Truck Transportation Industry...	562
	Collective Agreement Act, Que.; Industrial Standards Act, N.S.	564
	Labour Law:	
	Legal Decisions Affecting Labour.....	565
	Recent Regulations Under Provincial Legislation.....	567
	Unemployment Insurance:	
	Proposed Revision of Unemployment Insurance Act.....	569
	Monthly Report on Operations.....	574
	Decisions of Umpire.....	575
	Labour Conditions in Federal Government Contracts.....	579
	Wages, Hours and Working Conditions:	
	Working Conditions of Sales Staff in Retail Trade, 1954..	583
	Strikes and Lockouts.....	587
	Prices and the Cost of Living.....	588
	Publications Recently Received in Department's Library...	590
	Labour Statistics.....	593

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to The Queen's Printer, % Supervisor of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.

manpower and labour relations

REVIEW

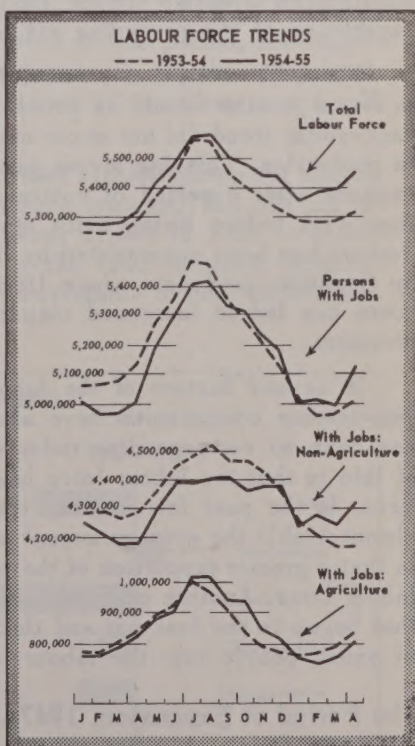
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

ALL parts of the country reported that the exceptionally good weather in April made possible an early start on construction, farming and other outdoor work. In addition, most manufacturing industries appeared to be making moderate but steady additions to staff, in contrast to the substantial lay-offs at this time last year. As a result, both the increase in employment and the decline in unemployment were far greater in April this year than last.

In the week of April 23, the number of persons with jobs was estimated at 5,123,000, a gain of 124,000 over the previous month, and 117,000 over the previous year. The number of persons without jobs and seeking work was estimated at 327,000, which was 74,000 lower than a month earlier, but still 21,000 higher than a year before.

Agriculture accounted for 48,000 of the 124,000 increase in employment during the month. Last year, it accounted for the entire increase of 36,000. As might be expected, almost three-quarters of this year's increase was in the Prairie Provinces. Non-agricultural industries registered an increase of 76,000 in April, of which Ontario and Quebec each accounted for



A Monthly Labour Gazette Feature

almost one-third. The remainder was distributed fairly evenly among the other three regions. No increase was recorded in non-agricultural industries at this time last year.

The drop in the number of persons without jobs and seeking work amounted to 19 per cent, compared with a decline of less than 5 per cent during the same period in each of the last two years. The "seeking work" estimate now stands at 6 per cent of the labour force, compared with 5.8 per cent a year ago.

Post-War Employment Trends

The recent upturn in employment reflects an earlier strengthening of the economy. It is now clear that the downturn was halted by the middle of 1954 and that the general level of business has risen moderately since then. In the last half of 1954, non-farm output (seasonally adjusted annual rates) rose by \$700 million or 3 per cent, a trend that continued into the first quarter of 1955. In January, the index of manufacturing production showed a year-to-year rise for the first time in a year; the increase continued in February. These developments, together with increasing levels of construction and exports, indicate that the economy is once more expanding. The purpose here is to examine the employment downturn during 1953-1954 against the background of the experience of the preceding six years.

First, however, two particular aspects of the employment situation in recent months should be noted. One is that the rise in the underlying employment trend did not occur until at least six months after the upturn in production. This lag stems partly from the fact that when production expands after a period of contraction, employers usually reduce short-time work before hiring extra staff. The reluctance to hire additional workers has been accentuated by the increasing competition encountered by Canadian producers since 1953. Continuing emphasis on production costs has led to increased output without equivalent increases in employment.

A second feature of the labour market recently is that, while the year-to-year comparisons have shown an increase in employment, there has been no corresponding reduction in unemployment. The explanation of this is that the labour force has increased more quickly than employment. In the past few months, the labour force has been increasing at almost double the average annual rate for the post-war period. One reason is that a greater proportion of the population has been participating in the labour force. Another more gradual influence is the rise in the birth rate that began in the last war and that is now bringing an increasing number of young people into the labour force.

The Period of Expansion, 1947-1953

Recent developments are in sharp contrast to those of earlier post-war years, when labour requirements could only be met through the full utilization of the labour force and vigorous efforts to attract immigrants. Some of the more notable features of the period were the discovery and development of new sources of raw material and power and marked expansion of manufacturing capacity. This rapid economic growth was

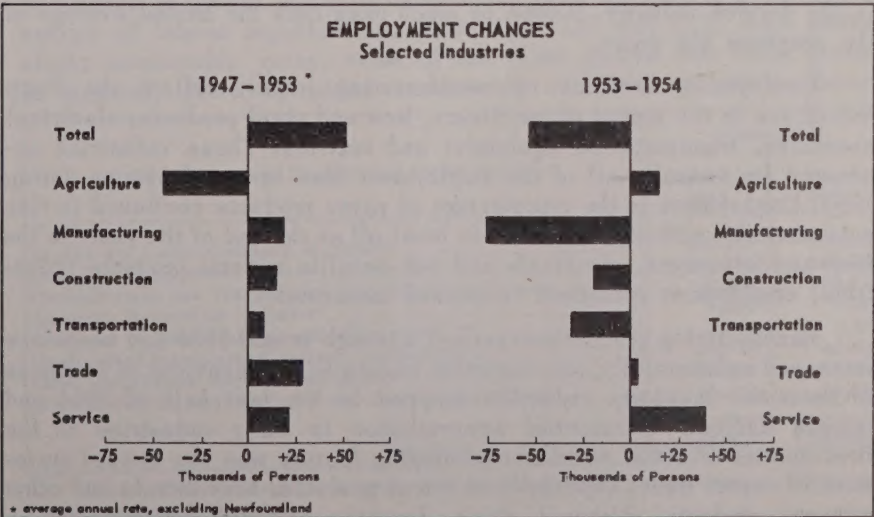
matched by equally striking developments in the labour market. In the period 1947 to 1953, non-farm employment (excluding Newfoundland) increased by about 570,000, an average annual increase of 2.5 per cent. In the United States the comparable employment figure rose by only 2 per cent annually.

The labour force increased by 340,000 in the six-year period. The increase of 570,000 in non-farm employment was therefore accomplished partly by drawing on the agricultural labour force, which declined by an estimated 23 per cent. The movement out of the farm labour force followed from increasing mechanization of farm operations. In 1953 the output of Canadian farmers was one-fifth larger than in 1947, although the labour force had dropped to less than four-fifths of its previous size.

Since total employment rose as quickly as, and at times more quickly than, the labour force, unemployment fell to exceptionally low levels. The number of persons without jobs and seeking work ranged, on the average, from 2 to 2.5 per cent of the labour force, except in 1950, when it reached 3.2 per cent.

All major industry groups shared in the rapid employment expansion, although their growth varied widely. As might be expected, construction expanded the most, employment increasing by one-third. Manufacturing, although one of the chief expansional forces of the period, recorded a relatively small employment increase (8 per cent). On the other hand, employment in the trade and service industries together rose by 20 per cent.

Manufacturing employment increased most rapidly during the Korean War, partly under the stimulus of the defence program. The aircraft industry, in which employment rose from about 11,000 in 1950 to 44,000 in 1953, accounted for about one-fifth of the total increase in manufacturing. Gains in other industries were attributable to both the defence



program and rising civilian demands. The electrical apparatus, motor vehicle, clothing and iron and steel products industries accounted for a further two-fifths of the total increase in manufacturing employment.

The Period of Contraction 1953-1954

In the accompanying table, the pattern of change in the labour force (employment and unemployment) during the downturn following mid-1953 is compared with that of earlier years.

	Changes in the Labour Force		
	1953-54	Total	1947-1953* Annual Average
Labour Force	+42,000	+338,000	+56,000
Persons with Jobs	-53,000	+304,000	+51,000
Persons without Jobs and Seeking Work	+95,000	+ 34,000	+ 6,000

*Excluding Newfoundland.

One notable feature is that employment decreased last year by as much as the average annual increase of the previous six years. At the same time, the labour force continued to rise, although the increase was much smaller

than previously. The growth of the labour force and the decline in employment both contributed to a sharp rise in unemployment in 1954. The number of persons without jobs and seeking work averaged 4.2 per cent of the labour force in 1954, compared with 2.5 per cent in 1953. Some recovery in employment occurred in the last quarter of 1954 but the number of persons without jobs and seeking work continued to rise, largely because of increasing participation in the labour force. During the winter low in activity in March 1955 this figure reached a post-war peak of 7.4 per cent of the labour force.

The effects of the business contraction were largely concentrated in the manufacturing and transportation industries. During 1953-1954, these two industries both showed an employment loss amounting to three-quarters of the employment gain recorded during the preceding six years. The construction industry also showed some employment loss in spite of a substantial gain in residential building. On the other hand, employment in agriculture increased, in contrast to the earlier post war trend, and in the service industry, it rose by much more than the annual average of the previous six years.

Employment declines in manufacturing largely reflect the sharp reductions in the output of machinery, iron and steel products, electrical apparatus, transportation equipment and textiles. These industries accounted for virtually all of the employment loss in manufacturing during 1954. Employment in the manufacture of paper products continued to rise substantially, although it tended to level off at the end of the year. In the food and beverages, chemicals and non-metallic mineral products industries, employment continued to expand moderately.

Manufacturing production reached a trough in mid-1954 and has since increased substantially, one important reason being behaviour of business inventories. Inventory reduction stopped in the last half of 1954 and reports indicate substantial accumulation in many industries in the first quarter of 1955. Another encouraging feature was the upward movement of export trade, especially in forest products, base metals and other primary products. Although these developments did not generate an immediate increase in employment, they provided a solid base for the employment gains that have taken place recently.

Labour-Management Relations

ALTHOUGH important collective bargaining was in process during May, the most significant industrial relations development was the progress made by Canada's two largest labour congresses towards unity. According to the 1955 survey of labour organization by the Economics and Research Branch, the combined membership of these two congresses rose by 5,000 during the past year to reach a total close to 1,000,000 at January 1, 1955.

Agreement Reached on Labour Unity

Early this month, representatives of the Trades and Labor Congress of Canada and the Canadian Congress of Labour, following a preliminary meeting held in April (see p. 506), approved the terms of an agreement merging the two organizations. The merger agreement is scheduled to be submitted for ratification to the TLC Convention beginning at the end end of this month and to the CCL Convention next October.

The proposed agreement deals with the name (Canadian Labour Congress) and general organization of the unified labour body, the methods of financing, no-raiding provisions between member-unions, broad operational procedures and officer structure. This pact is the result of several months of negotiations between officials of the two labour organizations. It follows a similar unity agreement in the United States between the American Federation of Labor and the Congress of Industrial Organizations.

If the merger agreement is approved by the conventions of both congresses, the resulting unified congress would have an affiliated membership of nearly 1,000,000 workers, or approximately four out of every five Canadian union members.

Labour Organization

Membership of the two major congresses and of other union groups in Canada is shown in the accompanying table derived from the annual survey of labour organization. While the TLC and CCL both showed slight membership gains, some of the other groups lost little ground. In general, however, union membership showed very little change.

Congresses and Unaffiliated Union Groups	Membership	
	Jan. 1, 1955	Jan. 1, 1954
Trades and Labor Congress of Canada	600,791	596,004
Canadian Congress of Labour	361,271	360,782
Confédération des Travailleurs Catholiques du Canada, Inc.	99,801	100,312
American Federation of Labor ¹	9,290	9,748
Congress of Industrial Organizations only ²	2,500	2,430
Unaffiliated international railway brotherhoods	40,307	40,922
Other unaffiliated international unions	58,627	62,127
Unaffiliated national, regional and local organizations	95,620	95,586
TOTALS	1,268,207	1,267,911

¹Unions affiliated with the American Federation of Labor but not with the Trades and Labor Congress of Canada.

²Unions affiliated with the Congress of Industrial Organizations but not with the Canadian Congress of Labour.

Complete results of the survey will be contained in the *Forty-Fourth Annual Report on Labour Organization in Canada* to be published later this year.

Current Settlements and Negotiations

At mid-May the first settlements of the year had been reached in the pulp and paper industry and negotiations were taking place in key centers in the construction industry. Collective bargaining was also in progress in other basic industries including logging and sawmills, automobile and transportation equipment manufacturing, metal mining, primary steel and civic administration. Current negotiation of collective agreements was accompanied by relatively few work stoppages.

Automobiles — Negotiations were in progress between the United Automobile Workers (CIO-CCL) and General Motors of Canada, Limited, at Oshawa, Ont. Included in the union's demands was a request for a guaranteed annual wage plan. The union also presented an identical demand in its contract negotiations with Ford and General Motors in the United States.

Under the union proposal, employees with seniority would accumulate one week of guaranteed annual wage credit for every two weeks worked, up to a maximum guarantee of 52 weeks. The wage guarantee would be sufficient to maintain the same living standards for workers as when they are fully employed. Laid-off workers would have to register with the National Employment Service and accept "suitable" work if offered. Their payment under the plan would be reduced by the amount earned on other jobs or by the amount of any unemployment insurance received. The plan, which also contains a guaranteed week feature applicable to all workers, would be entirely financed by the employers, with a limited maximum liability, and administered jointly with the union.

Pulp and Paper — Contract negotiations are in progress between several pulp and paper firms and a group of AFL-TLC unions and settlements have been reached in a number of cases. The Abitibi Power and Paper Co., Limited, has agreed to a new agreement covering nearly 5,000 workers at mills in Quebec, Ontario and Manitoba. Terms of settlement at Abitibi are along the same lines as those reported earlier for the Canadian International Paper Company and three subsidiary companies: a 5-per-cent wage increase, increased shift differentials and an improved health and welfare plan.

Construction — Contract negotiations in the construction industry are progressing at a normal pace between builders' exchanges and AFL-TLC unions and CCCL-affiliated syndicates in Quebec. At the time of writing, no settlement had been reported in negotiations affecting most of the construction trades in the key cities of Montreal, Toronto and Vancouver, where wage increases form the main union demand. In Montreal, most AFL-TLC construction unions bargain jointly with CCCL syndicates. The working conditions set by the agreement between the unions and the builders' exchange are usually extended under the Collective Agreement Act of Quebec to all workers in the area. The contract

dispute has now been referred to a conciliation board. This year, a committee of the Toronto Builders' Exchange is exploring with an AFL-TLC union committee the possibility of establishing a standard agreement on non-wage items to include all or most trades. A master agreement was reached recently between the unions and the Labour Relations Association, St. Lawrence Power Project, in Ontario (L.G., Apr., p. 382).

Agreements have now been reached in several other cities. Practically all new agreements include wage increases varying from 2 to 15 cents per hour. A large number of the new contracts are to run for two years and wages are reported to be the main item changed. Vacation pay has been increased from 2 to 4 per cent of yearly earnings in a number of cases.

Work Stoppages

Preliminary figures show that 22 work stoppages were in progress during April, involving 2,683 workers and a time loss of 25,912 man-days, compared with 11 work stoppages in March, involving 1,956 workers and a time loss of 13,971 man-days. Totals for April 1954 were: 34 work stoppages, 2,297 workers and a time loss of 25,081 man-days.

Wage Rate Changes, October 1953-54

A number of indexes have now been calculated from data obtained in the October 1954 annual survey of wage rates and hours of work in Canada undertaken by the Economics and Research Branch. The accompanying table shows indexes for 12 of the more important industries.

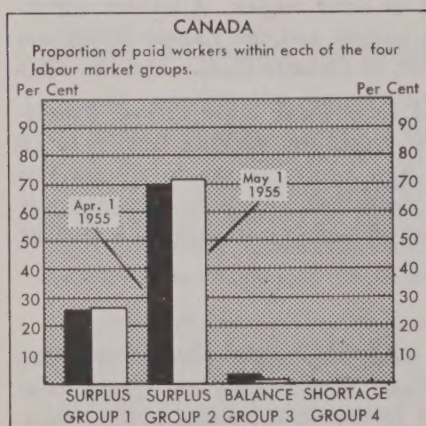
In general, these indexes indicate a continuing upward movement of wage rates but the increases are for the most part smaller than in the period 1952-53. The largest change occurred in the pulp and paper industry where wage rates increased by 5 per cent.

It should be pointed out that the changes shown in the indexes are not entirely or always due to direct wage-rate increases but may also result from changes in piece-work earnings (owing to changes in output of workers, in methods of operations, in organization, etc.), employment variations, and other factors.

Indexes of Wage Rates in Twelve Selected Industries, 1953 and 1954 (1949=100)

Industry	1954	1954	% Change 1953-54	% Change 1952-53
Logging	138.0	135.5	1.8	1.6
Gold Mining	125.4	120.7	3.9	0.2
Woollen and Worsted Woven Goods and Yarn.....	134.6	131.6	2.3	4.1
Rayon, Nylon and Silk Textiles	125.4	124.3	0.9	3.4
Pulp and Paper	146.9	139.8	5.1	6.6
Agricultural Implements	142.5	138.9	2.6	1.2
Primary Iron and Steel	140.1	137.3	2.0	4.2
Motor Vehicles	130.0	129.8	0.2	3.2
Railroad & Rolling Stock Equipment	134.1	128.4	4.4	6.2
Shipbuilding and Repairing.....	140.1	136.2	2.9	4.0
Urban & Suburban Transportation Systems	140.2	135.0	3.9	3.8
Electric Light and Power	149.7	145.5	2.9	8.7

Manpower Situation in Local Areas



THE seasonal upturn in employment during April was more pronounced this year than last, largely because of fine weather throughout Canada. Labour surpluses were reduced sufficiently to cause reclassification of 22 areas from the substantial to the moderate labour surplus category and four from the moderate surplus to the balanced category. The rapid seasonal increase in employment reduced the number of substantial surplus areas to approximately year-earlier levels for the first time in some months.

Improvement in labour market classifications occurred chiefly in Ontario and the Prairies and to a lesser extent in the Quebec and Atlantic regions. In the Pacific region, on the other hand, the usual spring break-up in the interior of British Columbia resulted in increased unemployment in two logging areas, bringing them from the moderate to the substantial labour surplus category. This was offset, however, by the reclassification of two other areas from the substantial to the moderate surplus category.

The upturn in construction activity was largely responsible for the improvement in the labour market situation in the two metropolitan areas of Hamilton and Winnipeg and in the industrial centers of Peterborough, Sherbrooke, and Timmins-Kirkland Lake, while improvement in most of the smaller areas in the Prairies and southern Ontario was largely the result of increased hiring of farm labour. Other factors contributing to the reduction of unemployment were in the opening of inland water transportation in Quebec, Ontario and the Maritimes, increased fishing and fish processing in the Atlantic region and forestry operations on the Pacific coast and in parts of the Ontario and Atlantic regions.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	May 1 1955	May 1 1954	May 1 1955	May 1 1954	May 1 1955	May 1 1954	May 1 1955	May 1 1954
Metropolitan	3	3	8	8	—	—	—	—
Major Industrial	11	12	15	14	1	1	—	—
Major Agricultural	4	3	10	8	—	3	—	—
Minor	27	26	27	26	3	5	—	—
Total	45	44	60	56	4	9	—	—

*See inside back cover, April *Labour Gazette*.

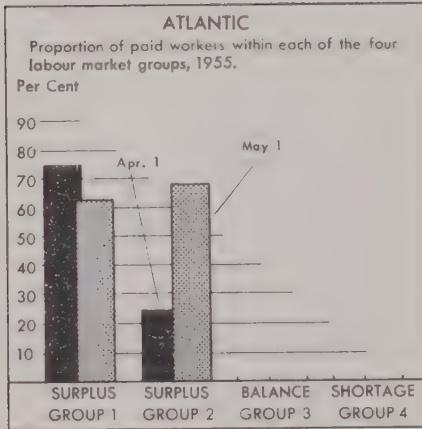
CLASSIFICATION OF LABOUR MARKET AREAS,

May 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Levis St. John's Vancouver - New Westminster	Calgary Edmonton → HAMILTON Montreal Ottawa - Hull Toronto Windsor → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William - Port Arthur Farnham - Granby Joliette Lac St. Jean Moncton New Glasgow Rouyn - Val d'Or Shawinigan Falls Trois Rivières	Brantford Guelph Halifax Kitchener London Niagara Peninsula Oshawa → PETERBOROUGH Saint John → SARNIA → SHERBROOKE Sudbury → SYDNEY → TIMMINS - KIRKLAND LAKE Victoria	→ KINGSTON	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Rivière du Loup Therford - Megantic - St. Georges	Barrie Brandon → CHATHAM → LETHBRIDGE Moose Jaw North Battleford Red Deer Regina Saskatoon → YORKTON		
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Beauharnois Bracebridge Campbellton CRANBROOK ← Dauphin Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE ← Quebec North Shore Rimouski Sorel Ste. Agathe - St. Jérôme St. Stephen Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BRIDGEWATER Belleville - Trenton → CENTRAL VANCOUVER ISLAND → CHILLIWACK → DRUMHELLER → DRUMMONDVILLE Dawson Creek Galt Goderich LACHUTE - STE. THERESE → LINDSAY Listowel → MEDICINE HAT → NORTH BAY → OWEN SOUND → PEMBROKE Prince Rupert → SAULT STE. MARIE Simcoe St. Hyacinthe St. Jean Swift Current Trail - Nelson Truro Walkerton Weyburn Woodstock - Ingersoll	→ BRAMPTON → STRATFORD → ST. THOMAS	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT expanded more quickly in the Atlantic region during April this year than in the same month of the past two years, largely because of favourable weather. At April 23, the number of persons with jobs totalled 446,000, an increase of 14,000 over the previous month and 18,000 over the previous year. Unemployment declined notably during April in contrast to a year ago, when it increased slightly owing to the unusual delay in the spring pick-up.

Employment was expanding throughout the region, particularly

during the last half of the month, as non-farm activities developed according to the usual seasonal pattern. The rise in non-farm employment occurred in a large number of industries. Fishermen and fish processing plants were more active, although the fishing season was still not far advanced by the end April. Demands for loggers increased moderately as the river drives got under way. Employment changed very little in saw-mill and trucking establishments since temporary weight restrictions continued to curtail highway traffic. The opening of navigation on the St. Lawrence resulted in a slight decline in Atlantic port activity but layoffs were below normal for the season.

As usual, jobs in the construction industry were increasing gradually in April. In the industrial areas, a fairly large volume of building was under way by the end of the month but work had not yet advanced far enough to strengthen the demands for construction tradesmen to any great extent. Workers released at the Gagetown, N.B., army site earlier this year were recalled during the month as contractors began land clearing and grubbing operations. Favourable progress was made in erecting buildings at the site but there were no significant staff additions.

While the upturn in employment reduced labour surpluses in almost all areas, the improvement was not sufficient to cause much change in the local labour market classifications. Sydney and Bridgewater were the only areas reclassified — from the substantial to the moderate labour surplus category. At the beginning of May, five of the 21 areas in the region were in the moderate and 16 in the substantial labour surplus category, the same distribution as last year.

Local Area Developments

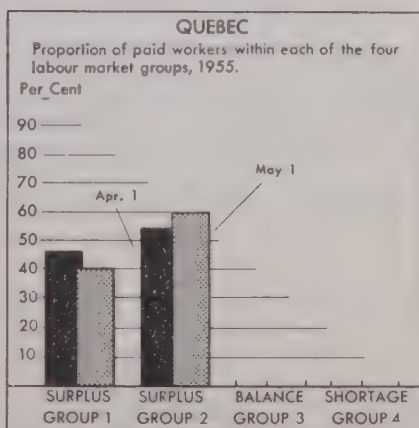
St. John's (metropolitan). Remained in Group 1. Rehiring of approximately 500 iron ore miners at Bell Island reduced labour surpluses in this area. A slight pickup also occurred in construction activity, both locally and at the northern defence sites.

Sydney (major industrial). Reclassified from Group 1 to Group 2. Employment increased mainly as a result of rehiring in the water transportation and iron and steel industries. A number of other industries such as fishing and construction were also more active than a month earlier.

Bridgewater (minor). Reclassified from Group 1 to Group 2.

QUEBEC

THE spring pick-up proceeded more quickly in the Quebec region this year than last, partly owing to good weather. Stevedores, longshoremen and seamen were being hired, as water transportation quickly returned to regular levels of activity, and construction work also advanced steadily, reflecting the heavy investment program scheduled for the region this year. Fishing and agricultural activities, on the other hand, increased slowly and unemployment was still considerable in rural areas largely dependent on primary industries. The number of persons with jobs at April 23 was estimated at 1,411,000, an increase of 27,000 from the preceding month and a decrease of 1,000 from a year earlier.



Weakness in both durable and non-durable manufacturing industries continued to create surpluses of factory workers and employment in manufacturing industries at the beginning of February was still 5 per cent lower than a year before. Production decreased particularly in munitions factories and in shipbuilding associated with defence, causing layoffs in Montreal, Sorel and Levis. Some of the workers released, however, were absorbed by other industries.

Renewed seasonal activity was reflected in the decline in labour surpluses in all but a few local labour market areas. Three areas were reclassified from the substantial to the moderate labour surplus group during April, bringing the total in the moderate group to six at May 1; 18 remained in the substantial labour surplus category. A year earlier, 7, were in the moderate and 17 in the substantial labour surplus category.

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Further expansion in the construction industry resulted in the re-employment of large numbers of carpenters, construction machine operators and labourers during the month. At the same time, the spring opening of the port of Montreal reduced unemployment among longshoremen, stevedores and seamen. By the end of April, the number of male workers registered for work at NES offices was about the same as a year earlier; the number of women remained higher.

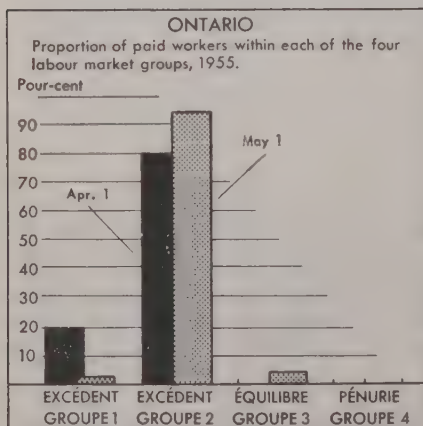
Quebec-Levis (metropolitan). Remained in Group 1. By the end of April, unemployment among port workers had been greatly reduced. Large numbers of carpenters and unskilled construction workers, however, were still seeking work because of the slow start made on the construction program. Unemployment among loggers was expected to fall sharply as river driving operations get under way as usual in May.

Sherbrooke (major industrial). Reclassified from Group 1 to Group 2. The usual seasonal expansion in employment more than offset the low level of employment in the iron and steel and some knit goods industries. The construction industry, where considerable activity is expected this year, accounted for most of the increase in employment during the month.

Drummondville (minor). Reclassified from Group 1 to Group 2. Minor production gains in a number of manufacturing industries, together with greater seasonal activities generally, reduced labour surpluses during the month. Unemployment in the area remained lower than a year earlier.

Lachute-Ste. Thérèse (minor). Reclassified from Group 1 to Group 2.

ONTARIO



THE seasonal upswing in outdoor activity was more rapid than usual in Ontario during April. The number of persons with jobs increased by 34,000 to an estimated total at April 23 of 1,921,000, about 38,000 higher than a year before. Last year, bad weather delayed the spring pick-up so that the increase in employment was only small until May. Unemployment, which had been higher throughout the past winter than the winter before, fell sharply during April to a level close to that of April 1954.

The largest employment increases were in the construction, agriculture, lake shipping and fishing industries. In some areas dry weather permitted the resumption of wood cutting and hauling during the latter part of the month. The motor vehicle and parts industry was operating at capacity but there was little change in other manufacturing industries.

The earlier-than-usual seasonal increase in employment resulted in the reclassification of 10 of the 34 areas in the region from the substantial to the moderate labour surplus category and four from the moderate surplus to the balanced category. At May 1, two areas were in the substantial and 28 in the moderate surplus categories and four were in balance, compared with five in the substantial surplus, 25 in the moderate surplus and five in the balanced categories a year earlier.

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 1 to Group 2. Demand for experienced farm workers picked up during the month. Construction was proceeding very slowly this year and very little change occurred in manufacturing employment during the month. Shortage of engineers and mechanical draughtsmen continued. The labour surplus was slightly lower than at the same time a year ago.

Ottawa-Hull (metropolitan). Remained in Group 2. Construction activity accelerated towards the end of April and demand for painters, decorators, and city cleanup and repair staffs was strong. At the end of the month unemployment was still slightly higher than a year earlier.

Toronto (metropolitan). Remained in Group 2. Increased demand for construction, transportation, agricultural and landscape workers reduced labour surpluses to some extent during the month. The increase in manufacturing employment, however, was small and some plants were still on short time. Unemployment remained higher than a year ago.

Windsor (metropolitan). Remained in Group 2. Employment continued to increase as automobile and parts production reached capacity. Construction in the area was still slow.

Kingston (major industrial). Reclassified from Group 2 to Group 3. Winter repair work at the shipyards was completed and all lake boats were back in operation. Manufacturing plants were all busy.

Peterborough (major industrial). Reclassified from Group 1 to Group 2. Favorable weather greatly increased employment in construction and agriculture. Manufacturing continued slow.

Sarnia (major industrial). Reclassified from Group 1 to Group 2. Opening of navigation, together with the increased seasonal demand for construction and agricultural workers, reduced labour surpluses.

Timmins-Kirkland Lake (major industrial). Reclassified from Group 1 to Group 2. Exceptionally good weather in April increased the level of construction activity and permitted the resumption of log cutting.

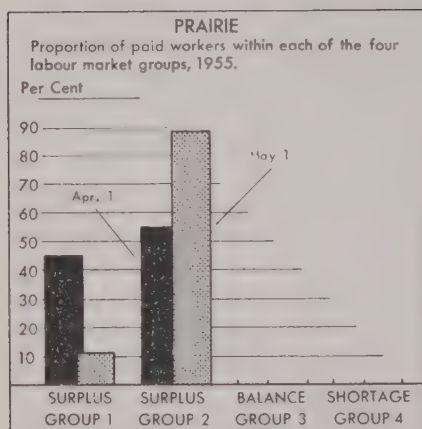
Chatham (major agricultural). Reclassified from Group 1 to Group 2.

Brampton, St. Thomas, and Stratford (minor). Reclassified from Group 2 to Group 3.

Lindsay, North Bay, Owen Sound, Pembroke, and Sault Ste. Marie (minor). Reclassified from Group 1 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region showed a further seasonal increase during April. The most marked improvement was in farm employment but a steady increase also occurred in non-farm activities. In March and April, employment in agriculture rose by 53,000, compared with 24,000 during the same period last year. Seasonal expansion of farm work was unusually slow a year ago owing to cold weather throughout April. The estimated number of persons with jobs at April 23, 1955, was 921,000, an increase of 39,000 from a month earlier and 45,000 from a year earlier.



Unemployment remained at a slightly higher levels than a year ago but the year-to-year gap was narrowing.

A large volume of construction work was begun in Manitoba and southern Alberta during the month but in Saskatchewan and northern Alberta, construction activity was slow. Although manufacturing plants were busier than in March, employment showed very little change.

Total employment increased sufficiently during April to bring five areas from the substantial to the moderate labour surplus category. As a result, 16 of the 20 areas in the region were in the moderate and four in the substantial labour surplus category at May 1. At the same time last year, one area was in the substantial surplus category, 14 were in the moderate surplus category and five were in balance.

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Employment increased seasonally but the gain was not large in any one industry. Labour surpluses persisted in almost all occupations, though qualified stenographers, typists, bookkeepers and junior office clerks were in strong demand. Total employment continued to be higher than a year ago because of the large volume of construction work.

Edmonton (metropolitan). Remained in Group 2. Demands for farm labour and construction workers increased rapidly in the first half of April but declined in the last half, following a heavy snow storm. All major industries in the area showed improvement over a year earlier.

Winnipeg (metropolitan). Reclassified from Group 1 to Group 2. Construction labour requirements increased sharply in this area during April. Fewer workers were employed at the railway shops than a year ago but total manufacturing employment was slightly higher because of a notable improvement in the food and beverage industries. Wholesale and retail trade were more depressed than last year, largely as a result of smaller cash income from the wheat crop.

Yorkton and Lethbridge (major agricultural). Reclassified from Group 1 to Group 2.

Drumheller and Medicine Hat (minor). Reclassified from Group 1 to Group 2.

PACIFIC

JOB opportunities increased substantially during April in the Pacific region. Growing activity in several industries stimulated the demand for most types of workers, particularly in logging and construction. Hirings increased in several manufacturing industries and in mining

and agriculture. As a result, the estimated number of persons with jobs in the week ended April 23 rose to 424,000. This was 10,000 more than a month earlier and 17,000 more than a year before.

Although the tempo of logging operations increased, activity was reduced in some areas because of the spring break-up. Lumber production continued at a high level. Agricultural work increased, bringing about a moderate increase in requirements for farm workers. Steel fabricating plants, foundries, machine shops, plywood mills and sash and door factories were hiring more workers. Several major construction projects got under way and a considerable volume of house and apartment building was in progress.

Four labour market areas were reclassified during the month. Two moved from the substantial to the moderate labour surplus category and two, because of the delays caused by the spring break-up, moved from the moderate to the substantial labour surplus category. At the beginning of May, five of the ten areas in the region were in the moderate and five in the substantial labour surplus category. A year ago, the same number appeared in each category, but the employment situation was less favourable in most areas.

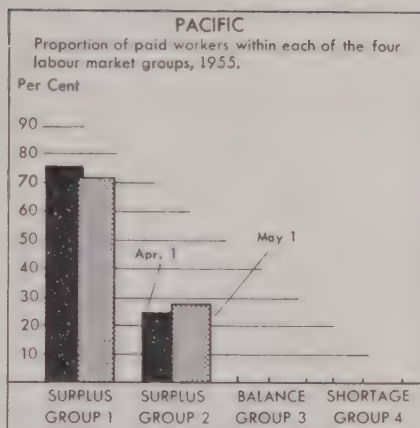
Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Labour surpluses declined considerably but not enough to reclassify the area to the moderate surplus category. Logging activity continued at a high level and crews were larger than a year ago. Sawmills had a good month but some mills had to shut down because of temporary log shortages caused by bad towing weather. The demand for miners in gold and base metal mining increased. Steel fabricators were busier, as were foundries, machine shops, sheet metal plants and furniture and woodworking factories. The demand for construction workers increased.

Victoria (major industrial). Remained in Group 2. Logging camps and sawmills operated steadily. The volume of construction work was increasing and a very busy year is expected.

Cranbrook and Prince George (minor). Reclassified from Group 2 to Group 1. Logging and sawmilling were considerably reduced by the spring break-up.

Chilliwack and Central Vancouver Island (minor). Reclassified from Group 1 to Group 2.



Current Labour Statistics

(Latest available statistics as of May 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 23	5,450,000	+ 0.9	+ 2.6
Persons with jobs	April 23	5,123,000	+ 2.5	+ 2.3
At work 35 hours or more	April 23	4,636,000	+ 3.4	+58.8(1)
At work less than 35 hours.....	April 23	370,000	- 5.4	-81.3(1)
On short time	April 23	33,000	-29.8	-45.0
Usually work less than 35 hours.....	April 23	232,000	+ 2.7	+13.2
Other reasons.....	April 23	105,000	-11.0	-93.9(1)
With jobs but not at work	April 23	117,000	- 5.7	+ 6.4
Laid off full week	April 23	14,000	-22.2	-30.0
Other reasons	April 23	103,000	- 2.8	+14.4
Paid workers	April 23	3,895,000	+ 1.8	+ 3.4
In agriculture	April 23	100,000	+22.0	+ 3.1
Non-agricultural	April 23	3,795,000	+ 1.4	+ 3.4
Persons without jobs and seeking work..	April 23	327,000	-18.5	+ 6.9
<i>Registered for work, NES (b)</i>				
Atlantic	April 21	76,249	- 9.7	- 0.8
Quebec	April 21	201,965	- 7.2	+ 7.6
Ontario	April 21	145,857	-16.8	+ 2.9
Prairie	April 21	82,881	-13.0	+15.2
Pacific	April 21	49,362	-18.2	- 4.3
Total, all regions.....	April 21	556,314	-12.1	+ 5.0
<i>Claims for U.I. Benefit</i>				
Ordinary	April 1	406,651	- 9.2	- 1.5
Supplementary	April 1	156,639	+19.7	+58.8
Amount of Benefit Payments	March	\$45,437,011	+30.2	+22.2
Industrial employment (1949=100)	Feb. 1	105.8	- 3.0	- 1.1
Manufacturing employment (1949=100).....	Feb. 1	103.6	+ 0.4	- 4.3
Immigration	1st qtr.	17,627	-	-37.6
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	April	25,912	-	+11.7(c)
No. of workers involved	April	2,683	-	+ 3.8(c)
No. of strikes	April	22	-	-38.6(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Feb. 1	\$60.12	+ 2.8	+ 2.8
Average hourly earnings (mfg.)	Feb. 1	\$ 1.43	- 0.1	+ 1.6
Average hours worked per week (mfg.)	Feb. 1	40.9	- 0.5	+ 0.5
Average weekly earnings (mfg.)	Feb. 1	\$58.36	- 0.6	+ 2.1
Consumer price index (av. 1949=100)	April 1	116.1	+ 0.1	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	120.3	- 0.5	+ 1.6
Total labour income..... \$'000,000	January	984	- 4.0	+ 4.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	February	247.6	+ 3.9	+ 3.4
Manufacturing	February	253.8	+ 4.8	+ 1.1
Durables	February	306.1	+ 3.9	- 1.4
Non-Durables	February	220.3	+ 5.5	+ 3.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(1) Good Friday fell in Survey week.

Notes of Current Interest

Government Offers Plan To Assist Unemployed

A plan whereby the federal Government would pay a share of the costs of providing financial assistance to persons not receiving unemployment insurance benefits was offered to the ten provincial delegations attending the federal-provincial conference in Ottawa April 26 and 27, according to press reports. Only the opening session was open to the press.

In making the offer, it is reported that Prime Minister St. Laurent explained that both employable and unemployable persons would be covered by the scheme and suggested that federal payments be on a sliding scale: beginning at 30 per cent, increasing to 40 per cent when the number of unemployed exceeded a specified figure, and increasing again to 50 per cent when the number exceeded another specified figure.

It would be left to the provinces to decide how to divide the costs between a province and its municipalities.

In a communique issued after the conference had closed it was announced that the federal proposal had been referred to a committee of officials who will collect the essential facts and study the technical problems involved. The committee will report to a meeting of federal and provincial cabinet ministers as soon as possible and it is hoped they can reach a formula in time to allow its enactment into law before the end of the current session of Parliament.

Toronto Pays Assistance

On April 1 the Toronto city council decided to give the city's approximately 2,500 unemployed not receiving unemployment insurance a chance to earn \$20 a week from the city by working in the parks. To obtain assistance an applicant had to be a resident of the city since January 1, 1954, and had to be willing to accept the employment offered.

Govt. Urged to Study Guaranteed Wage Plans

A comprehensive study of the implications of the guaranteed annual wage by the Department of Labour and submission of the findings to the House Committee on Industrial Relations was urged by David Croll, Member of Parliament for Toronto-Spadina, speaking in the House of Commons budget debate on April 20.

"This is not time to stand aloof," he said. "It will be on us before we know it. I think we should study the problem before it becomes a labour issue. In that light I present the matter to the government for consideration".

Mr. Croll said that "the guaranteed annual wage is not revolutionary; it is evolutionary". He added that he did not consider the guarantee of wages as "a panacea" but felt that it was "a tool which can be put to work to round out a program of greater security and which will make for harmonious industrial relations and a more lasting prosperity".

Referring to the concept of guaranteed employment, the Member of Parliament said:

A guaranteed employment, or a guaranteed wage plan, is a formal commitment by an employer to provide all or some of his employees a stipulated amount of work or wages during the year. Under guaranteed employment a certain amount of work is guaranteed. Under the guaranteed wage plan income is guaranteed. The difference between the two forms is largely one of emphasis. Many employers have voluntarily attempted to provide year-round employment not only because of such intangible but important benefits as better labour relations and the goodwill of the community, but also because of the savings to be derived from reduced turnover of personnel and the improved employee morale which result from eliminating the workers' fear of unemployment.

Concerning the effect of the plan on industry, Mr. Croll said:

I do not think the guaranteed annual wage will affect industry adversely. I think it will provide it with an exercise in planning and economics which it can solve in the same way it has solved other very difficult problems. If they must find work for their employees on a year-round basis they will learn to make cuckoo clocks, and they will make them better than before. They will sell more and more, and sell them on the time payment plan in order to provide employment and profit. It is not good enough for industry to say that they will have to meet consumer demand, for it is well known that they not only stimulate but they create consumer demand.

The Toronto Member reported that in 1954 there were eight guaranteed annual wage plans in existence in Canada covering a total of about 1,050 employees. He said that since then other companies have introduced guaranteed wage plans but that they have generally restricted them to a certain limited number of hours per week.

Other Views

Other views on the guaranteed annual wage were expressed last month by the United Church, the President of the Trades and Labour Congress, the President of the United States' National Association of Manufacturers, the Society for the Advancement of Management, the President of the Chamber of Commerce of the United States and by several United States industry leaders attending a NAM conference.

The United Church of Canada called on all its members to study the guaranteed annual wage proposals now being put forth by a number of labour unions. In its annual report, the Church's Board of Evangelism and Social Service said: "The Church is interested in the desire of the industrial man for roots which economic security make possible. In its own self-interest, it desires settled communities with home-owners and stability".

TLC's Opinion

Employers themselves will gain if they grant trade unions a guaranteed annual wage, Claude Jodoin, President of the Trades and Labour Congress of Canada, told the annual conference of the Personnel Association of Toronto on April 21. (A full account of the Association's conference will be carried in the June issue.)

The TLC President said the guaranteed wage will encourage "the increased interest of the employee through the knowledge he is secure in his job". He added: "Without breaks in his work, he will become more competent".

Labour's demand for the guaranteed annual wage was condemned as a "straight-jacket" that would destroy the country's "sound and expanding economy" by Henry G. Riter, President of the National Association of Manufacturers in the United States, speaking before the Association's annual institute of industrial relations on April 11. Mr. Riter said that "until someone discovers how to guarantee sales volume, talk of a guaranteed annual wage is meaningless".

A recent meeting of the Society for the Advancement of Management in the U.S.A. set forth the following weaknesses

of a guaranteed annual wage, as seen by economists and management engineers:—

1. The fallacy in the argument that the annual wage plan will stabilize the entire economy.

2. Difficulties in integrating such plans with state unemployment insurance benefits under present state regulations.

3. Immobilization of plants and work forces as a result of a guaranteed annual wage.

Clem D. Johnston, President of the Chamber of Commerce of the United States, last month told a news conference that the guaranteed annual wage was a "denial of our system of competitive free enterprise and a long step towards socialism". He couldn't see, he said, how such a wage would provide additional security for workers, since "it would destroy more security than it creates".

At NAM Institute

At the NAM's institute on industrial relations last month, Nick J. Schmelig, Vice-president of a St. Louis electric company, said that only a "very small" proportion of the country's workers had "even a remote chance" of getting a wage guarantee and that the remainder would "be forced to pay the freight for those guarantees in the form of higher prices".

At the same meeting Leon J. Dunn, Manager of a Connecticut manufactory, said a guaranteed annual wage might curtail employment opportunities because "if employers had to consider annual wage commitments every time they wanted to hire, there would certainly be fewer job openings".

Basic Agreement Reached By TLC, CCL on Merger

Agreement on all the basic principles of amalgamation between the Trades and Labour Congress of Canada and the Canadian Congress of Labour was achieved at a two-day conference between officials of the two organizations in Ottawa, April 18 to 19. The decisions of the joint eight-man unity committee are to be submitted later this year to the conventions of both labour bodies to be followed by a founding convention of the unified congress.

TLC Secretary-Treasurer Gordon Cushing and CCL Secretary-Treasurer Donald MacDonald announced that the committee had agreed on a name for the new congress and is "pretty well agreed" on the officers of the merged body.

Ask Legislation to Ease Problems of Unification

New labour legislation to facilitate transfers and amalgamations of union membership was asked for by the trade union wing of the Ontario CCF party at a conference early in April.

The request was made in anticipation of the expected union of the Canadian labour congresses.

The conference rejected a demand by a large local of the United Steelworkers that the management and labour positions on the Ontario Labour Relations Board be made full-time jobs.

The meeting also asked for a speed-up in the processes of certification of trade unions and in conciliation. It asked that special certification procedures be established for transitory workers, such as construction crews. Delegates from the AFL building trade unions complained that a construction job was often completed before the union on the job was certified.

Sharpest Rise in 9 Years In U.S. Plant Employment

Factory employment in the United States rose by 160,000 between February and March, the sharpest increase in nine years, and now stands at 16.5 million, the U.S. Department of Commerce and Labor announced last month. Total factory employment is now above the level of last March but is well below the record high for the month established in 1953.

Total civilian employment rose by half a million over the month to 60.5 million and unemployment dropped by 200,000 to 3.2 million. The increase in employment between February and March exceeded the decline in unemployment because a number of farm women and younger persons, who had not been listed as unemployed before, joined the labour force.

Every manufacturing industry except tobacco and ordnance reported employment increases. The largest gains were in the durable goods industries—primary and fabricated metals and automobiles. At the same time, the factory work week stood at 40.7 hours, an increase of 1.2 hours over the same period a year ago and the highest point since mid-1953.

Employers in all but 16 of the country's 149 major industrial centres are planning on hiring additional workers, the Department of Labor announced on March 31, following a survey of man-power conditions and employer hiring plans through mid-May. The survey indicated that the

late winter upsurge in employment was provided by the automobile and steel industries and that this expansion will probably continue to set the pace for the spring manufacturing trend.

The survey showed slight to moderate increases in employment over the next few months in the following industries: electrical machinery, furniture, aircraft, farm machinery and household appliances. In other industries, the following forecasts were made: employment in apparel and shoe manufacturing is expected to fall off by May, the downward trend for shipbuilding and ordnance will continue and little net change is expected in textiles and petroleum refining.

Farm Cash Income Down More than 14% in 1954

The Dominion Bureau of Statistics now places the cash income of Canadian farmers from the sale of farm products at \$2,377,800,000 for 1954, a decrease of 14.3 per cent from the revised 1953 total of \$2,776,000,000 and 16.5 per cent below the all-time high of \$2,849,300,000 in 1952. The latest estimate is a downward revision of \$30,800,000 from the estimate published by the Bureau in January (L.G., Feb., p. 141).

Nearly all of the reduction in farm cash income last year was in the Prairie Provinces and was largely the result of the substantial decrease in the marketings of grains, particularly wheat, and lower prices for both wheat and barley. Ontario was the only other province with reduced receipts in 1954. Gains were registered for the remaining provinces.

U.S. Rail Unions Negotiate Health Insurance Contract

Most of the railroads in the United States recently signed a labour contract with 13 railroad non-operating unions which provides hospital and surgical-medical insurance benefits to 500,000 railroad employees.

To pay for the benefits each employee will contribute \$3.40 a month and the companies an equivalent amount. The benefits include payment for semi-private hospital room and board up to 120 days and, of other hospital charges, 100 per cent up to \$500 and 75 per cent above that.

A schedule of benefits is provided to help pay for surgical operations, up to \$300, and X-rays and laboratory fees, up to \$50.

Meeting Can't Agree on Automation's Implications

The implications of automation were explored at a one-day conference April 14 sponsored by the CIO's Committee on Economic Policy. Among the more than 300 representatives of management, labour, the government and the professions, there seemed to be general agreement that automatic factories can bring sharp rises in productivity and living standards, that adoption of automatic machinery should be encouraged and that extensive training and retraining should be introduced to develop the new skills needed.

But agreement was lacking on the size of the adjustment problem to be faced and the measures required to lessen it.

Advises Careful Analysis

Dr. Walter S. Buckingham Jr. of Georgia Institute of Technology said that "if properly understood, applied, developed and controlled, automation, together with atomic energy, may provide the means for eliminating poverty for the first time in the history of the world". He advised that the economic implications must be carefully analysed to avoid the mistakes of the first industrial revolution.

"The long-run, over-all outlook for labour as a result of automation is good," he declared. "However, the short-run, specific problems of expensive geographical movement, loss of seniority, obsolescence of skills and so on may be acute".

Walter P. Reuther, CIO President, asked that the Joint Congressional Committee on the Economic Report bring together all information about automation, its future and possible effects on regions and industries.

John Diebold, Editorial Director of the magazine *Automatic Control*, said that automation already had produced a new industry and new jobs. He predicted that competition for jobs would lessen, rather than increase, in the next ten years.

He added: "The startling fact is that while our population grows in leaps and bounds the working force of the nation is currently growing smaller in relation to the total. The age of retirement is decreasing, while the average age at which people enter the work force is increasing.

"Moreover, the generation now coming of working age was born during the great depression and is smaller by far than the groups below working age. Thus, the pressure on the job market will be lessening during the next decade, the period when the great changes of automation will be made."

Prof. Donald P. Campbell of the Massachusetts Institute of Technology told the conference that the scientific possibilities were not being put into practice fast enough because "every indication points to the need for more goods and more services in the immediate future: our population is growing, our demands for new things are growing".

Senator Joseph C. O'Mahoney, a member of the Joint Congressional Committee on the Economic Report, said that the group tentatively planned to look deeper into the public policy implication of automation.

On the same day as the conference Westinghouse Electric Corporation displayed a new "director system" that company officials described as "the nervous system of automatic equipment." It operates much like a monitor or human supervisor in the direction of complex machinery.

The new system, it is reported, delivers ultra-reliable controls and yet has no moving parts, using instead special magnetic amplifiers and transistors.

Company officials said that if the necessary machinery and equipment were available, the use of the director system would make possible the push-button factory.

Introducing the system, Westinghouse Vice-President John K. Hodnette said: "Tomorrow's automatic manufacturing process, using such a control as the director system, not only will produce more and better products at lower cost but will provide more jobs over-all because of the greatly increased demand for these products".

B.C. Fishermen Can Obtain Workmen's Compensation

Self-employed fishermen in British Columbia may voluntarily take advantage of the Workmen's Compensation Act, Labour Minister Lyle Wicks announced recently following discussions between the United Fishermen and Allied Workers' Union, the Fishing Vessel Owners' Association, the Native Brotherhood of B.C., the B.C. Fisheries Association, and the Workmen's Compensation Board.

Mr. Wicks said that fishermen employed by fishing companies and cannery workers were covered but that self-employed fishermen who owned their own boats and sold their fish where they pleased had not previously been able to enjoy the protection of workmen's compensation. Coverage

of such "independent operators" was provided for by an amendment to the Act passed last year (L.G., Dec. 1954, p. 1740).

Under the new scheme, a fisherman will estimate the number of months for which he wants coverage, and also his earnings for this period. The cost to the individual will be two per cent of his earnings, which may not exceed a maximum of \$333 a month nor be less than \$100 a month.

Benefits available to fishermen are identical to those enjoyed by all others covered by the Act and will be paid only for those compensable accidents sustained during the period in which payments are made to the fund.

Technical Personnel Increases 4,200 in Year

A total of 46,023 technical personnel, an increase of 4,239 over a year ago, is now registered with the Technical Personnel Section of the Department of Labour, according to figures released recently. The Technical Personnel Section maintains a file of punch cards on technical graduates of Canadian universities.

Of the 35,738 persons for whom cards are now available, 6,046 are graduates in chemistry and chemical engineering. Among the other major occupations registered are the following: civil engineering, 5,624; mechanical engineering, 5,503; electrical engineering, 4,906; agriculture, 3,262; and architecture, 1,155.

16 States Increase Jobless Benefits

Sixteen states in the United States have raised their maximum unemployment insurance benefits so far this year. The states in which the increases have been approved and their old and new rates are as follows:—

	Old	New
Arizona	\$20.00	\$30.00
Arkansas	22.00	26.00
Idaho	25.00	30.00
Indiana	27.00	30.00
Iowa	26.00	30.00
Kansas	28.00	32.00
Montana	23.00	26.00
New Hampshire ...	30.00	32.00
New York	30.00	36.00
North Dakota	32.00	35.00
Pennsylvania	30.00	35.00
Rhode Island	25.00	30.00
Tennessee	26.00	33.00
Utah	27.50	33.00
Vermont	25.00	28.00
Washington	30.00	35.00

In addition to the above states, Alaska increased its maximum benefits from \$35 a week to \$45. The following states increased the duration of benefits: Arizona, 20 to 26 weeks; Arkansas, 16 to 18; Iowa, 20 to 24; Pennsylvania, 26 to 30; Vermont, 20 to 26.

Last December, Secretary of Labor James P. Mitchell, sent letters to the Governors of the states urging on them improvements in the state unemployment insurance laws. Earlier, both President Eisenhower and the Labor Secretary had urged this course on the states.

Suggests New Basis for Unemployment Insurance

Unemployment insurance should be placed on a basis more akin to other types of insurance, with employers' contributions related to the risk, the president of the North American Life Assurance Company, W. N. Anderson, told the *Winnipeg Tribune*. Unemployment insurance, he said, is a better weapon to fight insecurity and unemployment than the guaranteed annual wage.

If employers had to pay contributions to the fund more closely related to the cost of paying benefits to employees laid off by them, instead of on a flat rate basis, regardless of risk, as at present, they would have more incentive to maintain employment, said Mr. Anderson.

3 More Provinces Join In Grants to Disabled

With the signing of three further federal-provincial agreements, eight provinces have now joined Ottawa in plans to apply the Disabled Persons Act, it was announced last month by Hon. Paul Martin, Minister of National Health and Welfare.

Mr. Martin said that agreements have been completed with Quebec, British Columbia and Newfoundland, effective in Quebec from the beginning of this year and in British Columbia and Newfoundland from April 1, 1955. The Minister noted that the remaining provinces, Ontario and Manitoba, are in course of making the necessary provisions and that completion of agreements with them, also, is expected shortly.

The Disabled Persons Act provides for allowances to totally and permanently disabled persons who fulfil certain income and residence requirements. The minimum age for the benefits is 18. The federal and provincial governments share the cost of the allowances, the maximum to which the federal 50 per cent applies being \$40 a month.

Advisory Committee On Rehabilitation Meets

The civilian rehabilitation program, which originated at a national conference held in Toronto in 1951, was reviewed and plans for expanding services to handicapped persons were outlined at a meeting in Ottawa last month of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons. Dr. G. Fred McNally, former chancellor of the University of Alberta, was chairman of the meeting.

Dr. McNally expressed the gratification of the Committee that physically-handicapped persons are now being rehabilitated through the co-operation of federal and provincial authorities in eight provinces.

To date, eight provinces have signed the Rehabilitation Co-ordination Agreement and have appointed provincial co-ordinators (see preceding page). During the presentation of reports by the provincial co-ordinators, discussion centred around the Co-ordination of Rehabilitation Services Agreement and agreements under the Canadian Vocational Training Co-ordination Act, which are administered by the federal Department of Labour, and the health grants and medical rehabilitation grant administered by the Department of National Health and Welfare. The relationship between rehabilitation and the Disability Allowances Program was also discussed by the Committee.

In addition to the Provincial Co-ordinators of Rehabilitation, the National Co-ordinator of Rehabilitation, Ian Campbell, and representatives of federal government Departments directly concerned with assisting handicapped persons, the conference was attended by members representing industry, labour, education, welfare agencies, the medical profession and the provincial governments.

It was decided to hold the annual meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons in September.

Provincial Rehabilitation Co-ordinators Confer

At the first conference of its kind in Canada, eight recently-appointed provincial co-ordinators of rehabilitation met in Ottawa last month to discuss Canada's developing federal-provincial program of rehabilitation for the civilian disabled.

During the week, the co-ordinators took part in a meeting of the Executive

Committee of the National Advisory Committee on the Rehabilitation of Disabled Persons (see above).

Physically-handicapped persons were now actually being rehabilitated through the program, A. H. Brown, Deputy Minister of Labour, said in opening the meeting. The work that had gone into the organization of the rehabilitation program in the past four years was beginning to bear fruit and the program would develop steadily as facilities became available and community resources were used more effectively, he reported.

The purpose of the meeting, which was arranged by the National Co-ordinator of Civilian Rehabilitation, was to provide an opportunity for the co-ordinators to meet and discuss mutual problems with officials of the three federal government departments concerned with the over-all rehabilitation program: the Departments of Labour, National Health and Welfare, and Veterans Affairs.

The meeting was attended by the following provincial rehabilitation co-ordinators: C. E. Bradbury, Victoria, B.C.; L. R. Gue, Edmonton, Alta.; J. O. Probe, Regina, Sask.; W. N. Boyd, Winnipeg, Man.; G. Wilfred Crandlemire, Fredericton, N.B.; Frank G. Wellard, Halifax, N.S.; Brig. William W. Reid, Charlottetown, P.E.I.; and Walter H. Davis, St. John's, Nfld. It was attended also by Gifford C. Price, Director of Rehabilitation Services for Ontario.

Each of these provincial officials is currently engaged in setting up a system for locating the persons in his province who could benefit from rehabilitation and for developing methods for guiding these people through the various stages of the rehabilitation process. Each is responsible, within his own province, for co-ordinating the work of the various government and voluntary agencies which provide services in the field of rehabilitation.

Provincial co-ordinators are appointed under a federal-provincial agreement which makes federal funds available for the sharing of the costs involved in the appointments.

This agreement is a part of the three-fold national program, which is based on co-operation between the federal Government, the provincial Governments and the various voluntary welfare agencies. The aim of the program is to make rehabilitation services available to everyone in Canada who needs them. Its objective is to develop the latent skills and abilities of the handicapped, so that their lives can become as full and productive as possible.

N.Z. Embarks on Civilian Rehabilitation Program

New Zealand has approved the establishment of a health recovery centre and the occupational training of disabled persons who cannot be placed in private employment. The training will be carried out in centres operated by the Disabled Servicemen's Re-establishment League.

This decision was based on the recommendations of a government inter-departmental committee set up last year to advise on the rehabilitation of disabled persons.

(New Zealand's action follows by about three years that of Canada, who in early 1951 called a conference (L.G., April 1951, p. 454) from which resulted the country's national program for the rehabilitation of civilian disabled (see above)).

Retraining

The retraining portion of the rehabilitation program will be handled by the Department of Labour through its employment service, which will work in close association with other government departments, welfare organizations, hospitals, and medical authorities. The Department's first objective will be to make every effort to place in private employment any disabled persons who apply.

Any disabled person may apply to the Department of Labour for rehabilitation assistance and if at the end of one month he has not been placed in normal employment his case will then be considered by a District Selection Panel to determine whether he is suitable to undertake training in one of the League's training centres.

Each panel is comprised of representatives of the Department of Labour, the Disabled Servicemen's Re-establishment League, and an industrial medical officer of the Department of Health. The District Panels will make recommendations to a National Panel which has similar representation and its decision will be final.

Placement

Specially selected officers of the Department of Labour will be appointed as secretaries of the panels and in addition to secretarial duties will act as special placement officers. One of their tasks will be to establish and maintain a liaison between the Department, and hospitals, welfare organizations, other departments, and industry in general. The co-operation of private employers in providing employment opportunities for the handicapped will be considered of first importance.

Department Issues Film On Aid for Spinal Injuries

The newest federal Department of Labour accident prevention film received its premiere showing in Toronto April 5 at the annual convention of the Industrial Accident Prevention Associations. It is titled "The Early Handling of Spinal Injuries".

Hon. Milton F. Gregg, Minister of Labour, said he believed the new film might prove to be the most useful of all the Department's films on the subject since the message it contained applied to everyone in all walks of life.

Mr. Gregg said that medical experts most qualified to discuss spinal injuries had assured the Department that a great many cases of permanent paralysis and death from such injuries were the direct result of mishandling by persons at the scene of the accident. Many injured persons each year have their injuries increased as a result of the natural desire of those at the scene of an accident, industrial or otherwise, to rush the patient to the local hospital, forgetting that improper handling of a badly injured back may result in paraplegia or even death.

In addition to the inestimable suffering and hardship resulting from mishandling, there was the question of high costs in dollars and cents. The Ontario Workmen's Compensation Board had reported that one paraplegic case may cost employers assessed under the Workmen's Compensation Act from \$50,000 to \$100,000.

The film offers first the message that if a spinal injury is suspected the patient is not to be moved under any condition unless qualified first aid is available. Even sitting the patient up to give him a drink of water may have fatal results. The film goes on to explain what is meant by a broken back and how the injury need not be permanent if handled properly. It then shows the elements of first aid handling.

In the preparation of the film the Department and the National Film Board had as consultants the following: Dr. Harry Botterell, Department of Neurosurgery, University of Toronto; Dr. Robert Mustard, Department of Surgery, University of Toronto; Dr. Alben Jousse, Medical Director, Lyndhurst Lodge, Canadian Paraplegic Association; and Dr. Harvey Doney, Lyndhurst Lodge, Canadian Paraplegic Association.

Although designed primarily for industrial showing, the film has a much wider appeal and is expected to be in demand particularly by those concerned with the teaching of first aid.

British Labour Leader, Arthur Deakin Dead



Arthur Deakin, a former Chairman of Britain's Trades Union Congress and Secretary of the 1,300,000-member Transport and General Workers Union, died May 1 while addressing a May Day rally in Leicester, England. Mr. Deakin, who was 64, became Secretary of the TGWU in 1946, succeeding the late Ernest Bevin, who became Foreign Secretary in the Labour Government.

Born in 1890, the late labour leader became a trade unionist at the age of 14 and held his first official post in the Dock, Wharf, Riverside and General Workers' Union, which in 1922 became part of the Transport and General Workers' Union. He then held the position of Assistant District Secretary of the North Wales area of the Union, and was appointed National Secretary of the General Workers' Group in 1932, becoming Assistant Secretary of the Union in 1935. In 1940 he became Acting General Secretary and in 1946 he was elected General Secretary.

Mr. Deakin succeeded Lord Citrine as President of the World Federation of Trade Unions. In 1948 he declared that the Federation was rapidly becoming only an

instrument for the furtherance of Soviet policy and the following year he led the British delegates out of the group.

Before the Second World War, the British labour official had attended a number of international conferences of the International Labour Organization in Geneva and had represented his union at the International Tripartite Conference of the Textile Industry held in Washington. Following the war he attended sessions of the Economic and Social Council of the United Nations and in 1947 was fraternal delegate to the American Federation of Labour convention.

In 1953 he was the TUC's fraternal delegate to the convention of the Trades and Labour Congress of Canada in Ottawa.

Mr. Deakin devoted considerable time and effort in 1948 to the TUC Special Economic Committee towards finding a solution to some of the problems facing the United Kingdom's economy and considering what measures might be taken to assist in overcoming these difficulties.

Mr. Deakin served on many government committees, including the National Joint Advisory Council to the Minister of Labour and the British Productivity Council, the successor of the Anglo-American Council on Productivity. In addition, the late labour leader was a Vice-President and a member of the Executive Board of the International Confederation of Free Trade Unions and a member of the Executive Committee and General Council of the International Transport Workers' Federation.

In 1943, Mr. Deakin was made a Commander of the Order of the British Empire, in 1949 a Companion of Honour, and in 1954 a privy councillor.

T. A. Fishbourne Promoted in UIC

T. A. Fishbourne has been appointed Chief of the Employment Specialists Division, Unemployment Insurance Commission, it was announced last month.

Mr. Fishbourne succeeds W. Duncan, now Prairie Regional Superintendent (L.G., Sept. 1954, p. 1227). He joined the UIC in 1947 and was an employment specialist in the Montreal local and regional offices before coming to Ottawa in 1950 as secretary of the National Employment Committee. He transferred to the Employment Specialists Division in 1952.

A former high school teacher in St. Lambert, Que., Mr. Fishbourne was educated in public and high schools in

St. Lambert and at Macdonald College of McGill University. He also studied at Queen's University.

Mr. Fishbourne served overseas four years as an intelligence officer with the RCAF, being discharged in 1945 with the rank of Squadron Leader.

Appoint New Director Of UIC Public Relations

The appointment of F. G. (Ted) Flint as Director of Public Relations for the Unemployment Insurance Commission was announced last month. He succeeded Ray Brown, who retired recently from government service (L.G., Oct. 1954, p. 1383). Mr. Flint assumed his new duties on April 1.

Mr. Flint began his newspaper career in the Toronto area and later joined the *London Free Press*, where he served as a reporter and feature editor. After two years with the Canadian Army overseas, he resumed his studies at the University of Western Ontario, where he was graduated with a BA degree in journalism in 1948.

For the past seven years he has been employed as an editor with the Editorial Division of the Department of Northern Affairs and National Resources.

CCA President Concerned About Wage Demands

While many groups share the responsibility in continuing to give purchasers of construction more value for their building dollar, said W. G. Malcom, President of the Canadian Construction Association, in an address in Toronto last month, "the emphasis at this time of the year is perhaps on labour since the negotiating season for new wage agreements is currently in full swing and concern is being expressed at the requests for higher wage rates and other benefits being made by the unions".

"An additional reason", Mr. Malcom said, "for the current emphasis on labour is that wage rates are the only upward cost factor among the main items that make up construction costs.

"Material prices have in general declined somewhat and delivery delays have pretty well disappeared during the past three years; intense competition throughout the industry has reduced profit margins to rock bottom; new techniques and equipment have increased efficiency; designers are becoming more cost-conscious and there has been a marked increase in the modernization of building by-laws.

"However," Mr. Malcom noted, "these downward factors in construction costs have been offset and in a number of cases exceeded by increased wage rates. There has been a tendency for our employees to expect an increase in wages each year as an automatic event.

"Owners need assurance," Mr. Malcom said, "concerning the level of construction costs and it is important to remember that decisions will be made this year not only for 1955 projects but also for those proposed for 1956 and 1957." A ten-cent-an-hour wage increase, he said, added about \$200 in labour costs on the average house and about double that by the time the mortgage is paid up.

"The extension of construction work into the winter," he said, "has given most of the 'regular' tradesmen another two or three months' employment and income a year and there should be further improvements along these lines."

In appealing for restraint with regard to wage negotiations, he cited "the sense of responsibility recently shown by the construction trade unions in Chicago in proposing that no increases in wage rates or other benefits be sought this year" as being especially significant. "There, as in Canada, stable living costs and high wages on the one hand and a general consolidation of business and tightening of prices on the other indicated that further increases in labour costs were not in the interests of those depending upon construction for employment," Mr. Malcom said.

Canadian Labour Declines Invitations to Moscow

Canadian trade union congresses this year received invitations to celebrate May Day in Moscow. Telegrams were received from the Soviet Central Council of Trade Unions by Presidents Claude Jodoin of the Trades and Labour Congress, A. R. Mosher of the Canadian Congress of Labour and Gérard Picard of the Canadian and Catholic Confederation of Labour.

None will send representatives. "We don't intend to have our organization used for propaganda purposes by an ideology to which we stand unalterably opposed," CCL Secretary-Treasurer Donald MacDonald declared.

The Soviet invitation requested each congress to send four delegates on a 15-day visit to aid in the "development of mutual understanding and friendly relations".

January Labour Income Higher than Year Earlier

Total labour income received by Canadian paid workers in January declined to an estimated \$984,000,000 from \$1,025,000,000 in December, following the customary seasonal decline of activity, but was 4 per cent above the estimated total income of \$945,000,000 for January last year.

The drop in labour income in January from December was common to all major industrial groups and ranged between \$4,000,000 for finance and services and \$11,000,000 for both construction and the distributive trades. The curtailment of outdoor construction work and the post-Christmas contraction in trade contributed to the larger losses in the two latter groups.

Industrial Comparison

Compared with a year earlier, labour income in January was larger for the primary group of agriculture, forestry, fishing, trapping, mining, and for the construction, distributive, and finance and services groups, and smaller for manufacturing, while supplementary labour income was unchanged. Increases ranged from \$2,000,000 for the primary and distributive groups to \$23,000,000 for finance and services.

Grads' Starting Salaries Up Noticeably since '46

During the nine-year period from 1946 to 1954 there has been a marked upward trend in starting salaries of university graduates in Canada, it is shown in the regular Quarterly Bulletin prepared by the Technical Personnel Section of the Department, which includes information on median starting salaries for graduates, 1946-54. From the data accumulated since 1946, it was possible to ascertain the median starting salaries in 16 different professional fields for each year in the nine-year period.

Engineers' Rise Greatest

It was estimated that the rise was greatest for electrical engineers, with 81.8 per cent, and smallest for agricultural graduates, with 54.8 per cent. For eight of the professions listed the increase was estimated at more than 70 per cent.

Starting salaries in 1947 were, for the most part, close to those paid in 1946. However, in 1948, there was a noticeable increase in starting salaries but the most substantial increases occurred between 1951 and 1952. In 1953 and 1954 the increases have been moderate.

Median monthly starting salaries for graduates in chemical and civil engineering in 1946 were \$175 and \$180, respectively, while those for 1954 are shown in the Bulletin as \$310 and \$315. The highest monthly figure cited was that for petroleum engineering graduates, whose median salary was shown as \$320, while the lowest, \$260, was that for graduates in agriculture.

Meeting to Discuss Aid To Underdeveloped States

A national conference on Canadian aid to underdeveloped countries, organized by the United Nations Association, was scheduled to be held in Ottawa on May 27 and 28.

The conference's purpose was listed as three-fold: (1) to provide reliable information about what Canada has done and is doing, also about the need that exists in different parts of the world; (2) to afford an opportunity for discussion that may lead to specific recommendations for Canadian action; (3) to arouse general interest in the problem across the country.

Hon. L. B. Pearson, Secretary of State for External Affairs, had agreed to open the conference. It had also been arranged for Hon. James Sinclair, Minister of Fisheries, to chair a panel discussion on the Colombo Plan and for Dr. H. L. Keenleyside to address the conference on United Nations programs.

Women Comprise Third Of U.S. Labour Force

In the United States, women comprise one-third of the total labour force and approximately 6,750,000 of them are 45 years old or older, it was reported by Mrs. Lorena B. Hahn, U.S. representative on the United Nations Commission of the Status of Women that met last month.

Many more than half the women workers in the United States are 35 years old or more, she said, and the trend is towards a higher proportion of women workers in the older age-groups. The figures indicate, Mrs. Hahn said, why the employment of older women is a vitally important subject.

Mrs. Hahn also pointed out that while the total labour force increased from 22,000,000 to 60,000,000 since the last decade of the 19th Century, the number of women rose four and one-half times while that of men increased only two and one-half times.

More Women in Industry Than in Past Four Years

Of every thousand persons employed by Canadian industry at the start of February, 229 were women, the largest February proportion since 1950, according to the Dominion Bureau of Statistics. This year's figure compared with 227 per thousand last year, 224 in 1953, 215 in 1952, 225 in 1951, 231 in 1950, 223 in 1949 and 1948, 226 in 1947 and 241 in 1946.

Industrial employment in Canada was 1.1 per cent below the 1954 level at the start of February. However, the decline over the 12 months was sharper for men than for women, amounting to 1.3 per cent and 0.4 per cent respectively.

Employment Level

Compared with a month earlier the February level of industrial employment was down 3 per cent with a sharper decline for women (3.2 per cent) than for men (2.9 per cent). The seasonal drop was slightly steeper than a year earlier. Industrially, the largest losses were in construction, logging, trade, and transportation, storage and communication. Smaller contractions were reported in mining, public utility operation and the service industries.

Employment in manufacturing showed a slight increase of 0.4 per cent, the first advance since September 1, most of the gain occurring in durable goods plants. Male factory workers showed an insignificant increase but the number of women in manufacturing rose 1.5 per cent. Compared with a year earlier the number of women was down by 3 per cent and the number of men by 4.5 per cent. The larger percentage loss among men was partly the result of industrial disputes involving relatively few women. The proportion of women per thousand employees in manufacturing at the start of February was 224, which compared with 221 a year earlier, 223 in 1953, 217 in 1952 and 233 in 1951.

15,000 Accident Claims In Government Service

Total number of occupational accident and diseases claims under the Government Employees Compensation Act in the fiscal year 1954-55 was 15,690. This compared with 14,973 in the fiscal year 1953-54 and 14,305 in 1952-53. Fatalities numbered 30 as against 16 in 1953-54 and 19 in 1952-53.

Broken down, the claims were: 10,155 medical aid only; 5,093 compensation

(including 2,487 full salary and 2,606 compensation proper); 55 pensions, 30 for death and 357 rejected claims.

As in the past, "struck by" various objects was the principal cause of accidents; bruises, cuts, lacerations and punctures, the principal types of injuries.

CCA President Urges Extension of N.H.A.

While paying tribute to the federal and provincial governments for passing legislation that gave Canadian families special assistance in financing their own homes, W. G. Malcom, President of the Canadian Construction Association, told members of the Toronto Builders' Exchange last month that "the fact remains, however, that a large proportion of our people cannot meet the present down payment and other financing requirements".

Association Policy

The CCA President summarized Association policies advocated for several years to extend the scope of the National Housing Act to include families with more modest incomes as follows:—

1. Greater liberalization of the present NHA terms, with special emphasis on a reduction in the size of the down payment to 10 per cent past the present \$8,000 limit.

2. Provision of "open-end" mortgages, permitting young couples to purchase small homes and expand them later at the same mortgage rates.

3. Provision of NHA loans to finance the purchase of existing houses.

Mr. Malcom also advocated greater activity by the various governments in the execution of land-assembly schemes under the National Housing Act and the sponsorship by local groups of low rental housing projects under the NHA's limited-dividend project provisions.

Operating Engineers Re-affiliate with TLC

The International Union of Operating Engineers, suspended from affiliation with the Trades and Labour Congress of Canada three years ago for failure to pay adequate per capita tax (L.G., 1952, p. 13), has now rejoined the TLC.

The executive council of the TLC has asked all Federations and Trades and Labour Councils to extend an invitation to Operating Engineers' local unions in their area or province to affiliate.

Member of Department Author of DND Pamphlet

Labour unions, their organization, history and position and functions in Canadian society, form the basis of an article by J. T. Montague of the Economics and Research Branch, Department of Labour, that has been published as the May 1 number of *Current Affairs* by the Department of National Defence.

The publication is produced, in both English and French, by that Department's Bureau of Current Affairs for use by Canada's armed forces in discussion of Canadian and international affairs.

Manitoba to Enquire Into Home Labour

A probe of home labour in Manitoba was ordered last month by Hon. C. E. Greenlay, Provincial Labour Minister.

The Minister appointed E. R. Siddall, former provincial rental control officer, as a one-man industrial inquiry commission to investigate allegations that "to an increasing extent" manufacturers of stitched goods and other articles are arranging to have certain operations in the manufacture performed by workers in their homes with pay on a unit or multiple unit basis.

The home labour situation has been a major cause of complaint to the Department by labour unions. They charge that persons doing the work in their homes often are not paid according to the Minimum Wage Act, and that they are denied vacations with pay, unemployment insurance coverage and workmen's compensation.

The provincial Legislature's industrial relations committee are to meet during the Legislature's recess to consider Mr. Siddall's report and possible action on it.

DBS Issues New Paper On Labour Force

The Dominion Bureau of Statistics last month released Reference Paper No. 59, entitled *The Labour Force, November 1945-January 1955*, containing a revised historical series of the employment characteristics of the Canadian population based upon the regular sample surveys conducted by the Bureau.

In surveys preceding February this year, certain remote and relatively inaccessible areas of Canada were not included in the estimates. The present reference paper shows revised data for all surveys, so that

all estimates relate to the entire area of the ten provinces. In addition, there have been incorporated revisions based upon age and sex distributions obtained from the 1951 Census of Canada. For these reasons, the estimates in Reference Paper No. 58 differ from those in Reference Paper No. 35 (*The Labour Force, November 1945-March 1952*) and in subsequent Labour Force bulletins. However, the estimates in this new reference paper form a consistent series from the first survey in 1945, and future monthly bulletins will be on the same basis.

Besides its comprehensive statistical data, presented in thirteen tables and an appendix, Reference Paper No. 58 contains a textual outline of the coverage of the labour force sample surveys, definitions of the terms used, and a brief statement on the reliability of the estimates. The publication runs to 110 pages and is obtainable from the Queen's Printer, Ottawa, at \$1 a copy.

Appoint New Chairman of B.C. Compensation Board

On April 5 James Edwin Eades, Vancouver lawyer, was appointed Chairman of the British Columbia Workmen's Compensation Board to succeed Adam Bell, who gave up the position because of ill health following a motor accident.

Mr. Eades, born in England in 1903, was educated in Saskatchewan and British Columbia. He graduated from the University of British Columbia in 1925.

He had been chairman of conciliation boards and lone arbiter in many industrial disputes.

Mr. Eades took over the chairmanship on May 1.

Asks Union Co-operation On Older Worker Problem

Philip M. Kaiser, special assistant to New York's Governor Harriman on problems of the ageing, in an address last month called on unions to co-operate with employers in tailoring job requirements for the benefit of elderly persons.

Discrimination, said Mr. Kaiser, against men and women on the basis of age was as deserving of condemnation as discrimination based on race or religion. He urged that the same effort be made to fit jobs to the needs of older workers as had been done in the case of women and the physically handicapped.

Labour Briefs Presented to Provincial Govts.

Amend B.C. Labour Act, CCL Federation Asks

Terming the Labour Relations Act passed in 1954 as "probably the most controversial Act that the organized labour movement in the province has been confronted with," the British Columbia Federation of Labour (CCL), in its annual brief presented to the Government on February 9, called upon the provincial Government to re-open the Act for amendment. The Federation said its membership "still feel that the action of the Government was wrong in passing such a controversial Bill without the workmen in this province having a proper chance to study it and express their opinions on it".

In addition, the brief asked that the Act be further amended so that both parties named in an injunction application will have to appear before the party issuing the injunction before it is granted and also that cases be presented personally rather than by mail to the Labour Relations Board in order that the other party in the case might be present to hear the charges and, if necessary, refute them.

Emphasizing its concern with unemployment, the brief contained a ten-point program adopted at the Federation's recent convention (L.G., Feb., p. 165). The Federation also endorsed the brief on unemployment presented to the Government on December 10 at a conference convened by Labour Minister Lyle Wicks to consider unemployment problems in the province.

Declaring its support for the B.C. Hospital Insurance Act, the brief urged that it be amended in order that: all forms of co-insurance might be abolished, hospital care be provided for all chronic cases, all treatment for in-patients be extended to out-patients without additional payment to the hospitals, patients requiring hospital care be admitted to any available accommodation without extra cost and that the cost of ambulance, including air ambulance, be paid by the scheme.

Referring to legislation dealing with racial discrimination and fair employment practices passed by the federal Government and some provincial governments, the labour federation urged the B.C. Government to introduce the following measures:—

A Fair Employment Practices Act to eliminate discrimination in employment.

A Bill to eliminate discrimination in providing goods and services to the general public.

A Bill of Rights to guarantee fundamental rights to all.

Also requested in the brief were:—

Removal of means test for blind persons.

Exemption to \$1,500 for single blind persons for income tax purposes.

Exemption of \$3,500 for married blind persons.

Increased pensions for the blind.

Enactment of a government-sponsored automobile insurance scheme.

Piping of natural gas into the villages and municipalities of the province to be controlled by a public utility.

N.S. Federation (TLC) Asks Trade Union Act Changes

Requests for amendments to the provincial Trade Union Act were made in the brief presented to the provincial Cabinet February 15 by the Nova Scotia Provincial Federation of Labour (TLC). It was the first brief of the newly-formed Federation (L.G., Aug. 1954, p. 1111).

The requested amendments would make certification of unions mandatory where the applicant has obtained 51 per cent of the employees of a unit, eliminate certification votes when the union in question has as members a majority of the workers, and condemn as unfair labour practices threats of discharges, layoffs, closing the business and changing the working conditions during a period when the union has an application before the Labour Board.

In addition, the brief asked that refusal by either party to sign a written agreement upon its completion be regarded as an unfair labour practice and that a Deputy Minister of Labour and additional conciliation officers be appointed.

Amendment of the Industrial Standards Act in order that workers' interests would be protected was requested by the TLC organization. The brief also proposed that the payment for vacations by a system of stamps be instituted for the construction industry.

In addition, the Federation called for:—

Government entry into the field of automobile insurance.

Amendment of the Workmen's Compensation Act.

Equal pay for equal work for women employees in industry and in government.

Several changes in the legislation affecting old age pensions, the Limitation of Hours Act, the Mothers' Allowances Act, mental illness, the tourist industry, union-made goods and minimum wages.

Proceedings of Parliament of Labour Interest

March 22

Unemployment

Debate on unemployment resumed.

The House, on March 28, voted on the motion proposed by Mrs. Fairclough (Hamilton West) and the amending motion put by Erhart Regier (Burnaby-Coquitlam). Both were defeated, the former by 130 to 71 and the latter by 131 to 71.

March 24

Criminal Code

Bill to amend the Criminal Code received Royal Assent.

March 30

Unemployment Insurance

Supplementary Benefit—In reply to an inquiry as to whether, in view of the effect of the late spring on seasonal unemployment, the Government would extend the deadline for unemployment insurance supplementary benefit beyond April 15, the Minister said that after careful consideration of the matter the Government had decided not to do so.

Amendments to Unemployment Insurance Act (See also Unemployment Insurance Section, p. 569)—The Minister of Labour gave notice of his intention of introducing a measure to amend and consolidate the Unemployment Insurance Act in the following motion:

That, it is expedient to introduce a measure to amend and consolidate the Unemployment Insurance Act and *inter alia*.

(a) to increase benefit rates, as well as to provide for certain changes in the duration of both regular and seasonal benefits;

(b) to adjust the contributions, and to change contributions from a daily basis to a weekly earnings basis, and benefits from a daily to a weekly basis;

(c) to provide a graduated scale of allowable earnings in place of present provisions related to casual earnings and non-compensable days; and

(d) to provide further for certain changes in connection with the administration of the Act.

On April 4, the House went into committee to consider the resolution.

In a brief sketch of the history of the Act and the principal changes made since its passage on August 7, 1940, the Min-

ister said that several objectives have constantly been kept in view. These he listed as follows:

That the insurance plan shall be maintained on a sound actuarial basis; that both the employment and insurance phases of the plan shall be adopted to meet Canada's special conditions; that the bulk of contributions be paid by the two parties directly benefited—workers and management—with the taxpayers at large making the minority contribution and bearing administration costs; that higher benefits be provided a worker with a family, compared with those to the worker with no dependents; that the benefits designed to alleviate the hardships of unemployment should not be of a nature that would lessen the incentive to work when jobs are available; and that an important accompaniment of the plan is to help workers find suitable jobs through the National Employment Service, and management find suitable workers.

Over the years, the Act in its present form has become somewhat complicated, the Minister said.

...Simplification has been needed that workers and employers might more readily understand its terms and that the administration by the Commission might be facilitated.

Experience has shown that the amount of protection at present given to certain groups of workers is not enough.

This is particularly true of young workers who have not been in insured employment very long and of workers who are not able to secure steady employment.

Also, some benefit rates are no longer in line with earnings and they need to be raised.

The new seasonal benefits initiated in January last should be made to apply to future winter seasons.

There did appear to be the need of providing for a better income maintenance plan.

It is also desirable that the amount of work it puts upon employers should be kept to the minimum necessary, and that efficient and economical administration should be possible.

These objectives have been kept in view in the proposed revision of the legislation.

The most important changes, said Mr. Gregg, concern contributions and benefits.

Contribution rates and the basis on which they are paid have both been revised. Under the Act as at present, in the lower wage brackets the rates are a considerably larger percentage of the workers' earnings than in the higher brackets. (Mr. Gregg at this point asked leave to have comparative tables of present and proposed benefit rates incorporated in *Hansard*.)

At present, he said, workers make their contributions to the fund on a daily rate basis. It is proposed that future contributions shall be made on the basis of about one per cent of earnings, with a like amount contributed by employers.

There will be nine earnings classes, with the scale of contributions ranging from 16 to 60 cents a week. Contributions will be more equitable in that the rate of contribution as a percentage of earnings will show much less variation than does the present scale.

Generally speaking, the contribution payable by a worker will be lower than that now required for the corresponding earnings class. At the same time, the regrouping of the contribution classes will provide additional classes in the higher earnings ranges, so that additional and higher rates of benefit will be available to workers in those earnings classes.

At present, the maximum contributory bracket is reached when a person earns \$48 or more a week. The new scale provides for three further classes, which carry on up to earnings of \$57 or more a week, as indicated in the tables.

Mr. Gregg then explained how the proposed contribution procedure will work (see p. 569).

As to benefit features, there are several material changes, stated the Minister.

Experience has made it clear, he said, that the present Act does not give sufficient protection to workers just entering insurable employment and those who by force of circumstances are not able to find steady work. At the same time, it provides longer protection than is required for the vast majority of workers.

We have found that although about one-third of all those establishing benefit rights are entitled to 180 days or more under the present Act, only about one-twentieth actually draw benefit for a period longer than 180 days. Many of these one-twentieth are married women and elderly people for whom alternative social security programs would seem to be more appropriate.

We feel that it is particularly important to provide better protection for young people just entering insurable employment and for those workers who can do little more than meet the minimum contribution requirements because of the effect, for instance, of seniority clauses in collective agreements. These clauses mean that when layoffs do occur, substantially the same group of workers lose their jobs each time, thus interrupting the build-up in their contributions and reducing their benefit entitlement. In other words, the very workers who have needed protection the most have often found their opportunity to earn it is severely limited, through no fault of their own.

For these reasons, said the Minister, it is proposed to change the benefit formula so that a greater amount of protection is made available to workers who have not been able to find steady work. Mr. Gregg then gave details of the present and proposed benefit formulas (see p. 570).

As approximately 95 per cent of all claimants now draw less than 30 weeks' benefit, the new benefit formula will take care of the great majority of persons who ordinarily work in insurable employment, the Minister explained. At the same time, it will provide greater protection to those who do not have long and steady employment by lowering the maximum entitlement available and by increasing substantially the minimum amount of benefit available. "The total effect of this change is to redistribute the amount of protection so that a greater proportion of it can actually be taken advantage of by insured workers who become unemployed."

The changes as a whole, said the Minister, will mean that fewer claimants will exhaust their benefit before finding work.

"The new Act will, in practice, give greater protection to a greater number of workers and will tend to concentrate that benefit where it is most needed."

The Minister then referred to the reduction in the duration of the maximum regular benefit. He then explained the proposal to provide for a transitional period (see p. 572).

By the adoption of a weekly contribution rather than a daily one, workers will find it easier to build up contribution rights, particularly if they are forced to accept short-time employment, the Minister continued. For example, he said:

If a person ordinarily working on a five-day week goes on short time of four days a week, under the daily stamp system he would receive four daily stamps for his week's work rather than one weekly stamp. That meant that if the short-time condition lasted for three months, under the old daily plan he would be credited with 52 days or 8½ weeks. Under the new weekly plan he will be credited with 13 weeks.

In order to re-qualify after a benefit period has terminated, a claimant will have to acquire additional credits by building up eight weeks of contributions in insurable employment since the commencement of his previous claim, and have at least 30 contribution weeks in the previous two years. Contribution weeks more than a year old at the time of a subsequent claim, if they have already been used on a previous claim, cannot be used a second time to qualify either for rate or duration.

With respect to benefits, the Minister stated it was proposed to increase the weekly benefit rates. The new maximum for a person with a dependent will be \$30 per week in place of the present \$24, and for a single person it will be \$23 per week instead of \$17.10. This revision, explained the Minister, "is intended to restore the proper relationship between benefit and ordinary earnings, so that this will not result in over-insurance in the lower earnings ranges or in under-insurance in the upper earnings ranges."

Another important feature, said the Minister, is what will now be known as "seasonal benefits". These will replace the supplementary benefits in the present Act and will incorporate substantially the changes recently made earlier in this session. The seasonal benefits will be available to the same two classes of workers as at present—those who exhaust their regular benefits after April 15 of any year and those who do not have sufficient contributions to qualify for regular benefit but have made 15 weekly contributions subsequent to March 31 preceding their claim.

Like the supplementary benefits, they will be available from January 1 to April 15 of each year. They will provide the full rate of benefit for 15 weeks in the case of those who exhaust their benefit rights, and for 10 to 15 weeks, instead of 3 to 6, in the case of those who have at least 15 but not 30 weeks of contributions.

The protection offered by these seasonal benefits is the same and in some instances better than that now available from the recently amended supplementary benefits, the Minister stated.

Mr. Gregg then outlined the proposals regarding non-compensable days, casual earnings and allowable earnings (see p. 572).

In conclusion, the Minister asked that the Bill, after second reading, be referred to the Standing Committee on Industrial Relations.

During the ensuing debate, the Minister dealt with a number of points brought up.

As regards extending coverage, he pointed out some of the difficulties encountered, referring as a case in point to hospital employees.

Concerning coverage of fishermen, the Minister said that for many months officials have been working on the problem and he had not given up hope that a solution may be found, "whether it comes within the field of unemployment insurance, under some special measure administered by the Department of Fisheries or a combination of both".

If and when a solution is found with respect to unemployment insurance, he said, it will be possible for fishermen so recommended for inclusion to be brought within the legislation without any further amendments to the Act.

Referring to the guaranteed annual wage, his Department was keeping the situation under review, Mr. Gregg stated. As Minister of Labour, he said, he had learned that while an item is in process of discussion under collective bargaining the federal Government or Department of Labour should not interject itself.

Long before next winter, said the Minister, it will be known how big a dent the experiments which are being carried on to provide year-round work can make in seasonal unemployment. "If it is a reasonably-sized dent, then what we can do federally we are going to do in co-operation with all the other forces. I do not know how far we can go but, in the experiments we have conducted this winter, the great labour organizations and organized industry have co-operated in the fullest possible fashion."

The Minister promised to "take another look this winter" at the regulation concerning married women.

April 5

Budget

Presentation of the annual Budget.

April 18

Railway Act

Bill amending the Railway Act to provide for increasing the annual appropriation to the Grade Crossing Fund read a second time and referred to the Standing Committee on Railways, Canals and Telegraph Lines.

April 20

Automation and Guaranteed Annual Wage

Discussing the guaranteed annual wage, the related problem of automation and the manner in which it may affect the economy of this country, the member for Spadina David A. Croll, recommended the matter to the consideration of the Government (see p. 505).

"This is no time to stand aloof," he said. "It will be on us before we know it. I think we should study the problem before it becomes a labour issue. In that light, I present the matter to the Government for consideration."

Fatal Industrial Accidents, 1954

50 fewer industrial fatalities in 1954 than in 1953. Accidents, both fatal and non-fatal, drop from 480,269 in 1953 to 463,043 last year

During 1954 industrial fatalities in Canada* totalled 1,309, a decrease of 50 from the 1953 figure of 1,359. Included in the final figure for 1953 are 14 deaths not previously reported. Accidents, both fatal and non-fatal, reported by Workmen's Compensation Boards decreased from 480,269 in 1953 to 463,043 in 1954.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.

During the year, there were 21 industrial accidents that caused the death of three or more persons in each case. Two of them occurred on the same day, January 22. At Lac Casse, Que., 10 men employed at a large hydro development were killed when one of the cables supporting the platform on which they were working broke loose and plunged the men 80 feet to the bottom of a shaft. Near Dorval, Que., three men employed by a motor transport company lost their lives when the truck in which they were travelling was struck by a train at a level crossing. On January 29, near Catfish, Que., three lumbermen died as a result of a highway collision. The accident occurred when the truck in which they were riding crashed into the rear of a stalled truck loaded with sawn lumber. In an accident at sea on February 9, three fishermen from Glace Bay, N.S., were drowned when their fishing vessel was swamped during a heavy storm. At Beaver Cove, B.C., three loggers lost their lives on March 8 when the truck carrying them back to camp went out of control and struck an embankment.

At Montmagny, Que., three trainmen were killed on April 6 when their train struck an open switch and crashed into a string of standing freight cars. On April 8, at Moose Jaw, Sask., a mid-air collision between an airliner and a training plane resulted in the deaths of the four crew members, nine passengers who were travelling in connection with their work and a cleaning woman working in a house into which the crippled airliner crashed. In all,

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

37 persons died in this accident, the worst in Canada's aviation history. As the result of an accident at sea, 14 seamen were drowned on April 11 when the tugboat *Chelan* was lost during a severe storm. At the time of the accident the tugboat was en route from Skagway, Alaska, to Vancouver, B.C. A fire in a clothing factory at Ottawa, Ont., on June 7 resulted in the deaths of three female employees. On June 11, three river men employed by a logging company were drowned at Racine Lake, Ont., when their boat upset. At Montreal, Que., three stevedores working in the hold of a ship were overcome by poisonous fumes on June 29 when a cylinder of chlorine gas being lowered into the hold fell and burst open.

On July 29, at Springhill, N.S., three coal miners were killed when a four-ton rock rolled down a mine shaft and struck the "rake" carrying the men to the surface. At Copper Cliff, Ont., three construction workers lost their lives on September 10, when a cable supporting the scaffold on which they were working snapped, hurling them 200 feet to the ground. Three employees of a Canadian telephone company were killed at Thule, Greenland, on September 12, when the aircraft in which they were travelling crashed while attempting to land.

On October 2, a plane crash in the Yukon Territories took the lives of the pilot, a government engineer and two guides. Five

*See Tables H-1 to H-5 at back of book.

volunteer firemen of the Kingsway-Lambton, Ont., fire department were drowned October 16 when their fire truck was washed into the Humber River during a flash flood. At Montreal, Que., three painters were killed November 10 when the hooks holding the scaffold on which they were working gave way and let them fall a distance of 90 feet. Five crew members of the tug *Rouille* lost their lives off the coast of Nova Scotia on December 3, when the tug keeled over under a huge wave, filled with water and sank. In another accident at sea the next day three men were drowned near Powell River, B.C., when the tug *Teeshoe* sank after being struck by the propeller of a freighter. At the time of the accident the tug was pulling away from the freighter after putting a pilot on board. On December 8, five coal miners were crushed to death at Springhill, N.S., when the floor of the mine in which they were working heaved violently and buried them under tons of debris. At Montreal, Que., four transport company employees died December 22 in a fire that destroyed the warehouse of their employer.

Fatalities by Causes—An analysis of the causes* of the 1,309 fatalities that occurred during the year shows that 344 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees (65), objects falling in mines or quarries (41), automobiles and trucks (35), and landslides or cave-ins (33). Accidents that involved "collisions, derailments, wrecks,

etc." were responsible for 325 of the industrial deaths during the period. These included 144 fatalities involving automobiles or trucks, 70 involving watercraft and 54 as the result of tractor or loadmobile accidents. In the classification "falls and slips" 253 fatalities were reported. Of these, 242 were caused by falls to different levels.

Fatalities by Provinces—(See Table H-3). The largest number of industrial fatalities recorded in any province in 1954 was 389 in Ontario, a decrease of 57 from the previous year. Of these, 92 occurred in manufacturing, 58 in construction and 57 in the transportation industry. In Quebec 272 fatalities were recorded, including 79 in construction, 41 in logging and 38 in the transportation industry. British Columbia followed with 263 during the year. Accidents in the logging industry were responsible for 81 of these fatalities.

Fatalities by Industries†—The highest percentage of the 1,309 fatalities in 1954 was in construction, with 18.2 per cent, an increase of slightly more than 1 per cent over the previous year. Fatalities in manufacturing accounted for 15.9 per cent, compared with 18.4 per cent in 1953.

The percentage in mining increased from 13.8 per cent in 1953 to 15.4 per cent in 1954. In the transportation industry, the percentage increased from 13.3 per cent in 1953 to 15.0 per cent in the year under review.

†See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

*Table H-2 contains information on industrial fatalities classified by industry and by cause; the cause classification used is that adopted January 1, 1952.

Jobs Declined by 1 Million in U.S. Last Year

The number of jobs in the United States averaged 61,000,000 in 1954, a decline of 1,000,000 from the record high established in 1953, according to the annual report of the Census Bureau of the Department of Commerce. Employment climbed back to the level of a year earlier by the end of 1954, the report added.

Non-agricultural employment averaged 54,700,000 in 1954, compared with 55,700,000 in 1953, the report said, accounting for almost all of the employment decline. Agricultural jobs did not change significantly, it said, numbering about 6,500,000 in both years.

The report noted that unemployment in 1954 averaged 3,200,000, about five per cent of the civilian labour force and almost double the record post-war low of 1953. At its 1954 peak unemployment remained 1,000,000 below the post-war high of 4,700,000 in 1950.

The total labour force, civilian and members of the armed forces, continued to expand and was estimated to average 67,800,000 in 1954, about 500,000 greater than the average of the previous year.

18th Annual Convention of the Quebec Federation of Labour (TLC)

Decides to approach province's CCL federation and CCCL about eventual merger, spends most time discussing employment and voices criticism of Labour Relations Act and conduct of lawyers in industrial disputes

The Quebec Federation of Labour (TLC), taking the initiative in negotiations for a labour merger in that province, decided, at its 18th annual convention, to approach the Quebec Federation of Industrial Unions (CCL) and the Canadian and Catholic Confederation of Labour concerning eventual fusion of the three organizations, which have a combined membership of more than 300,000.

Some 400 delegates of the Federation, meeting in Montreal on March 31 and April 1 and 2, decided in favour of a merger as soon as possible, emphasizing that "the time has come to unite in one single organization the various sections of the labour movement". Some delegates, however, expressed doubts about the possibility and even the desirability of merger with the CCCL.

Roger Provost, elected President for a fifth consecutive term, vehemently denounced the unemployment situation and threatened to appeal for government control if private enterprise cannot guarantee full employment. This question of unemployment gave rise to the longest and most acrid discussion during the three-day convention.

The President also attacked the Bar, accusing certain lawyers of using dilatory tactics and suggesting that the Quebec Bar investigate the behaviour of some of its members engaged in industrial relations.

The Quebec Labour Relations Act was also the object of strong criticism, when a number of delegates, maintaining that it did nothing to serve the cause of the labour movement, went so far as to call for its abolition.

Several visitors, representing the religious, provincial and municipal authorities, spoke briefly at the inaugural session.

The Rev. Henri Pépin, representing His Eminence Cardinal Paul Emile Léger, stressed the fact that the primary duty of a profession is to render service to society, and that unions must therefore help their members to acquire more skill. "Work well done," he said, "benefits all, but it benefits in the first place the one who performs it."

"You have an important part to play," Father Pépin added, "especially in a democracy like ours, where there is a greater and greater need of unions to cope with problems of an economic and political nature."

Léon Lortie, municipal councillor and professor at the University of Montreal, who represented the Mayor of Montreal, reminded the delegates that the city of Montreal had become industrialized very rapidly, and that it had developed in a different direction from other cities in the province.

Donat Quimper, Assistant Deputy Minister of Labour, gave a brief résumé of the important economic problems which the labour movement should study and solve, including unemployment, the guaranteed annual wage and automation, problems which he called the "penalty of progress".

Also noticed on the platform were the Rev. P. D. Morin, Chaplain of the International Association of Firefighters; Col. James Heffernan, Manager of the National Employment Service offices for the Montreal district; and Raoul Trépanier, conciliation officer of the federal Department of Labour.

Presidential Address

In his inaugural address, the President of the Federation attacked free enterprise, because it cannot, by itself, ensure full employment; he also attacked the Quebec Bar, because lawyers too often embitter labour-management negotiations by employing dilatory tactics.

On the unemployment problem, Mr. Provost stated that he believed in private enterprise; he added, however, that the labour movement will be forced to ask government authorities to intervene and to impose some form of control if private enterprise is unable to ensure full employment.

The fact that the government thought fit, during the last great war, to set up a certain amount of control in order to



Executive of the Quebec Federation of Labour (TLC). Front row (from left): Vice-president R. M. Bennett, Secretary-Treasurer A. Marion, President Roger Provost, Vice-president Edouard Larose, Executive Secretary Hélène Antonuk; back row: Vice-presidents René Fournier, Marcel Charbonneau, Georges Métivier, J. B. Hurens and Jacques Lambert. Absent from the picture: Vice-president Patrick O'Farrell.

ensure the highest possible level of production is proof, he said, of the ineffectiveness of private enterprise when it comes to ensuring full employment.

"If necessary," he said, "we shall insist that the federal Government, in particular, make use of the same principle in order to check any threat of a slump and to put an end to the unemployment which already prevails."

The President accused certain members of the Bar of "seeking to embitter labour disputes in order to increase their own income". He asked the Quebec Bar to investigate its members who are engaged in industrial relations.

"In bargaining," he said, "instead of clearing up the situation, lawyers too often confuse the issue and engage in dilatory transactions. It pays them better, naturally, to have negotiations drag on and to prolong arbitration proceedings than it does to help the parties reach an agreement."

(Noël Dorion, General President of the Quebec Bar, replied, a few days later, that he did not know of any case in which a union group had had reason to cast doubts on "the conduct or the impartiality" of lawyers involved in labour relations procedures. He called on groups which had

been wronged to lodge a complaint, should the occasion arise, and said that no such complaint had ever reached him.)

Mr. Provost also found fault with the Bar for recommending that a vote, supervised by government representatives, be taken among all the employees in a concern before a strike is declared. "I wonder," he added, "why the Bar did not also recommend a vote among all the shareholders every time management refuses a union request."

With regard to the merger, Mr. Provost stated that such a step had become "imperative". He said that this did not constitute a threat to management, but rather an assertion of the strength of labour.

In closing, the President read a telegram containing the best wishes of the Quebec Federation of Industrial Unions (CCL). "This is a good sign," he said.

Labour Unity

The Quebec Federation of Labour became the first provincial organization to declare itself in favour of the merger of the central labour organizations when the convention unanimously adopted a resolution calling on the Executive "to undertake negotiations in the nearest possible future

with the officers of the various central labour bodies of our province for the purpose of achieving the eventual fusion of these organizations". Other "central labour bodies" in Quebec are the Quebec Federation of Industrial Unions (CCL) and the Canadian and Catholic Confederation of Labour.

The fact that in Quebec there are three strong central organizations, while the other provinces have only two, gave rise to discussion on the subject; if it had not been for the CCCL, which has 100,000 members, the resolution would have been adopted without discussion. A number of delegates openly expressed their antipathy to any scheme of co-operation with the CCCL, although they said that they would submit to the will of the majority.

J. B. Hurens, President of the Quebec and Lévis Federated Trades and Labour Council, stated that he was opposed to amalgamation with the CCCL. "If the majority wants it," he said, "I will submit, but not gladly. It would be very difficult for me to give in to working with certain unions which are on the down-grade and which we would have to revive."

However, the majority of the delegates taking part in the debate called for conciliation.

Louis Laberge, Secretary of the Montreal Trades and Labour Council, called on the convention to forget the past. "It is a good thing to join forces to fight our real enemies," he said, "rather than other union organizations."

Léon Côté, President of the same Council, took the same attitude. "We all have the same end in view: the organization of labour," he said. "It is time to put aside our prejudices and to forget our past struggles."

At least one delegate, Paul Fournier, Canadian representative of the distillery workers' union, expressed the opinion that "there is not much chance of a merger with the CCCL".

Unemployment

The unemployment question took up a large part of the discussions of the convention, an imposing number of delegates suggesting various remedies ranging from a "march on Ottawa" to the abolition of overtime.

At the conclusion of the debate on this subject, the delegates adopted a resolution requesting the holding of a conference to be attended by representatives of governments, capital and labour, and suggesting the general application of the 40-hour

week, the carrying into effect of an intensive program of public works and the placing of immigration under the jurisdiction of the federal Department of Labour.

This was a substitute resolution for five others, presented by various affiliated organizations.

Mr. Laberge, Secretary of the Montreal Council, suggested a "march on Ottawa" to coincide with the holding of a federal-provincial conference. He said that the time for resolutions was past and the time for action here.

"If we can put on big demonstrations in favour of hockey player Maurice Richard," he said, "why couldn't we do as much in favour of the unemployed?"

Roméo Girard, of the Handbag Workers, said the fact that people are suffering from hunger in a prosperous country was intolerable. "We wonder," he added, "whether it's only in totalitarian countries that people have work 52 weeks a year and whether it takes a war to maintain full employment."

Mr. Côté, President of the Montreal Council, said that it is time to do something if we don't want the workers to think that the democratic system is unable to offer bread to all its citizens. He recommended that all immigration be stopped until economic conditions have improved.

Hector Marchand, of the International Longshoremen's Association, a Montreal city councillor, pointed out that he was opposed in the past to any political action on the part of the trade unions, but said that he now realized that something must be done on this level.

The Canadian representative of the distillery workers' union, Mr. Fournier, appealed for level-headedness, saying that there was no use "smashing things up". He stated that the responsibility for unemployment lies with the three levels of government.

Delegate André Levesque, of the printers' union, reminded the delegates that "the best way to fight Communism is to prevent people from starving".

A number of delegates, including Mr. Hurens, stressed the fact that the establishment of the 40-hour week throughout the country would relieve unemployment.

Labour Relations Act

The convention protested against the provincial Labour Relations Act in a discussion during which it called for the imposition of fines of \$100 to \$500 a day on any employer who refused to reinstate a worker dismissed for union activity.

"This is the most unfair law I know," said Bernard Shane, Canadian Vice-president of the International Ladies' Garment Workers' Union. This law favours employers and the penalties imposed on employers who violate it are ridiculous, he declared.

Edouard Larose, one of the Vice-presidents of the Federation, said that "this law is the graveyard of all the legal aspirations of the worker". Adding that it has become an obstacle to the improvement of social conditions, Mr. Larose stated that the time has come to go in for political action in order to have some changes made in it.

Victor Trudeau and Louis Laberge, for their part, laid the greatest blame on the Labour Relations Board.

"It's no use getting higher fines for infractions of the law," Mr. Leberge suggested, "as we will never succeed in having an employer convicted of an infraction." He added that it would be better to abolish the Act.

The Convention also:—

Appointed a committee to study the question of full employment and the guaranteed annual wage;

Raised the per capita monthly tax from 2½ to 4 cents;

Recommended the setting up of a provincial committee for the abolition of discrimination by reason of race, creed or nationality;

Exposed the abuses of certain doctors who ask exorbitant fees;

Recommended a number of amendments to the Income Tax Act;

Suggested a revision of electoral constituencies, both federal and provincial;

Asked that the identification card be made compulsory for all residents of towns and cities in the province;

Recommended that the week of the first Monday in September be known as "Labour Week".

Asked the provincial Government to make the check-off of union dues compulsory.

Claude Jodoin

Claude Jodoin, President of the Trades and Labour Congress of Canada, addressed the delegates during the second day of the convention and charged that the various levels of government are "passing the buck" in the matter of unemployment by appealing to "constitutional responsibility".

Mr. Jodoin, who resigned as President of the Montreal Trades and Labour Council last fall when he was elected President of the TLC, stressed the fact

that the various governments must lay aside all partisan spirit "in order to settle once and for all the question of constitutional responsibility in this field".

Mr. Jodoin also criticized governments that do not grant their employees the right to organize and to negotiate collective agreements. "Governments which pretend to be democratic and which extol freedom," he said, "should begin by granting freedom to their own employees."

Denying insinuations to the effect that the Canadian labour movement takes orders from American organizations, he replied that the TLC takes orders only from its 610,000 members, through their delegates at the yearly conventions.

He added that there is close co-operation between the TLC and the AFL because these two labour organizations are of "the same mind and have the same principles, their main principle being opposition to dictatorship, be it from the left or from the right".

In this connection, Mr. Jodoin stressed the fact that the TLC has refused to send delegates to the Fifth Session of the Petroleum Committee of the ILO in Venezuela and to the May Day celebrations in Moscow, "because the workers of those countries are not free".

Dealing briefly with the proposed union merger, the TLC President pointed out that there "probably should never have been any separation". He added that it would be of advantage to all Canadian workers to unite in one single organization.

"There are still too many non-unionized workers in the country," he said. "We shall not rest until all Canadian workers are members of free unions."

To those who claim that the merger would affect the workers' freedom and that it would place the country under the control of union organizations, Mr. Jodoin replied that "the workers do not seek control of the country but only to obtain fair working conditions and social security."

Gordon Cushing, Secretary-Treasurer of the TLC, also spoke briefly, stressing the necessity of a wide educational program within the labour movement.

Hon. Antonio Barrette

"A genuine industrial, economic and social revolution has taken place in the province of Quebec since the last World War," stated the Hon. Antonio Barrette, provincial Minister of Labour, at the convention's closing dinner.

He added: "If we should go back ten years, it would be like stepping from broad daylight into darkness."

Mr. Barrette pointed out that "great and powerful unions have come out of great and powerful companies," and that, today, ownership of a company does not rest any longer with an individual proprietor but rather with an association which often has more shareholders than employees.

"Each section of society," he said, "must enjoy its share of justice. You make requests and you are right in doing so. You obtain what you have requested. But you must not forget that other classes of society make requests too. We must govern justly.

In this connection, Mr. Barrette warned that "the rights of individuals and groups stop where the rights of other individuals and groups begin."

The provincial Minister of Labour declared that Quebec will never have laws "to force people into contracts".

"We are against the conscription of capital or labour," he said. "We want people to meet and negotiate. Understanding always results where there is good faith. When conflicts arise, it is because people have refused to meet."

Mentioning a number of improvements made recently in the Labour Relations Act,

the Minister promised more amendments to come, though he did not specify their nature.

In thanking the Hon. Mr. Barrette, President Provost stated: "We shall continue to make claims; it is our job and circumstances force us to do so."

Elections

Mr. Provost, Provincial Director and a Vice-President of the United Textile Workers of America (AFL), was unanimously re-elected President of the Federation for a fifth term.

Armand Marion, Hotel and Restaurant Employees and Bartenders International Union, was re-elected Secretary for a second consecutive term in a very close vote between him and Roméo Girard.

Vice-presidents elected were: Edouard Larose and R. M. Bennett, Montreal; J. B. Hurens, Quebec; Jacques Lambert, St. Maurice; René Fournier, Eastern Townships; Marcel Charbonneau, Laurentians; Georges Métivier, Richelieu; and Pat O'Farrell, Western Quebec. Mr. Lambert is the only newcomer.

Bernard Shane, Canadian Vice-President of the ILGWU, was named Honorary Vice-president of the Federation.

United Auto Workers Convention

3,000 delegates approve decision to seek guaranteed annual wage in this year's negotiations and make 30-hour week union's next target, overwhelmingly support tripling of union dues to build up strike fund

Automobile companies in the United States will have to guarantee to members of the United Auto Workers of America (CIO) 52 weeks' pay a year in the forthcoming union-company negotiations or be shut down by strikes, UAW President Walter Reuther told 3,000 delegates at the union's 15th biennial convention in Cleveland, Ohio, March 27 to April 2. Once the auto workers have obtained the guaranteed annual wage, they will then seek the 30-hour week, Mr. Reuther said.

The convention endorsed an increase in union dues from \$2.50 to \$7.50 monthly to build up a \$25,000,000 strike fund to back the demand for a wage guarantee.

"We are irrevocably committed to the principle that workers in our industries are morally and economically entitled to a year-round-wage," the UAW leader said, adding that his union would give earnest

consideration to any other plan that industry had to offer as a better or more practicable scheme.

"There is no reason on earth why this issue cannot be settled rationally and peacefully if management comes to the bargaining table prepared to discuss not 'whether' but 'how'," Mr. Reuther said.

Wage Plan

The wage plan the auto workers are seeking provides for a full weekly wage for any worker who is called in to work any time during the week, as well as an annual guarantee of 52 weeks' pay—even when work is not available—for any auto worker who has been employed steadily two years or longer.

Part of the guarantee will come from regular unemployment insurance benefits, while a combination of pay-as-you-go-

payments from management augmented by a reserve trust, also built up by the employers, will provide the additional funds needed to give the unemployed worker the full "purchasing power" he had while on the job.

Emphasizing that the plan provides for a ceiling on an employer's liability, Mr. Reuther said the maximum cost of the plan "is no different from the cost of a wage increase of so many cents an hour". If management scheduled its production to provide full employment, the cost of the plan would be greatly reduced, the CIO leader pointed out.

"Despite the rantings of the opponents of guaranteed employment no ideological issues are involved," Mr. Reuther said. "The UAW plan is a practical approach to the problems of practical morality and practical economics.

"Workers have waited many years to achieve their long-sought goal of guaranteed employment. They are prepared to wait no longer," he declared. "The time for study is past; the time for action is here."

Strike Fund

In preparation for negotiations with the major automobile companies (scheduled to begin with General Motors on April 7 and with Ford on April 12), the delegates approved the building up of a \$25,000,000 strike fund. Monthly dues will be increased from \$2.50 to \$7.50 until this goal is reached. Dues will then revert to the original \$2.50 per month until the fund falls below \$20,000,000. They would then be increased to \$3.50 a month until the \$25,000,000 was again reached, dropping back again to the regular monthly levy.

Recommending the dues increase, Mr. Reuther said: "When we take steps to raise a defence fund of \$25,000,000 we aren't preparing for a strike, we are just preparing to defend ourselves if we are forced into a strike. We are preparing to negotiate from strength just as the free world prepares to negotiate from strength."

Opposition to the increase in dues was voiced by Douglas McEntee, delegate from Toronto. Mr. McEntee said that Canadian members would be overwhelmingly opposed to the \$5 temporary increase. Canadian UAW members and other "low-wage workers in the \$1 and 75-cent-an-hour class" could not afford this increase, he said.

As an alternative, Mr. McEntee asked that all money now in the strike funds of individual UAW locals be transferred to the international fund, and that dues be permanently increased by \$1.

Organization Plan

Following convention approval of the increase, the delegates unanimously went on record as approving the proposed AFL-CIO merger. Calling for a joint crusade on this point, Mr. Reuther said, "we don't want labour unity for the convenience and comfort of the leadership. We want labour unity based upon growth, not stagnation".

In addition to approving the labour unity resolution, the delegates offered to contribute \$1,500,000 to a vast organizing drive if the other unions in the merged federation would do the same. If other labour groups follow the UAW lead, between \$5,000,000 and \$10,000,000 can be raised to "organize the unorganized", Mr. Reuther said.

Referring to the proposed merger in Canada of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the unity resolution said: "As Canada moves towards its own labour unity and a similar opportunity (for organization) presents itself in that great country, this convention authorizes and instructs the (UAW) international executive board to make a similar contribution to a united fund designed to complete the Canadian organization task."

Automation

The 30-hour work week will be the next bargaining target of the auto workers after the present drive for the guaranteed annual wage, convention delegates learned. In his keynote address, President Reuther said he saw no end to labour's demands for more pay and improved working conditions so long as the American economy keeps expanding.

"When we go to the bargaining table," he said, "management asks 'Don't you ever get tired of asking for more and more?'". He said that unions would never let up on their demands so long as they felt they were "economically just and necessary". He added: "When we get our basic economic needs satisfied and when we get the economic problems nailed down, the next demand has to be for a shorter work week so we'll have more time to enjoy the good things of life that we have."

Delegates approved the objective of the shorter work week at the final session of the convention. They directed the union's international executive board to watch new technological developments closely and to work out a strategy and time-table for obtaining the reduced work week. The proposal is not part of the UAW's 1955 bargaining program and will not figure in

the negotiations with the automobile companies for the guaranteed annual wage.

According to Mr. Reuther, the new technology, in which automation is playing an increasing part, can "provide the opportunity of building a better tomorrow in a world in which people and nations can live at peace, free from the pangs of hunger". The UAW President warned that the changes in industry must not be allowed to get out of hand for fear of "a social and economic nightmare in which men walk idle and hungry, made idle as producers because the mechanical monsters around them cannot replace them as consumers".

As instances where automation has replaced the worker, Mr. Reuther cited the television industry where sets are manufactured without a single worker touching them, the electronics industry where production has been increased 275 per cent and the labour force only 40 per cent, major insurance companies that have employed automation to run their offices, and the fishing industry where labour requirements have been radically reduced through the use of electricity.

The union leader emphasized that the UAW was not afraid of automation but, rather, welcomed "technological progress and the promise of peacetime use of the power of the atom". He stressed the role labour has to play in this development and said it must impress upon government the need to move quickly to study the new science and prepare for it so that workers will not be uprooted and cast aside.

A. R. Mosher

Canadian labour's campaign for public ownership of industry may be advanced through the guaranteed annual wage, A. R. Mosher, President of the Canadian Congress of Labour, suggested while addressing the convention delegates. The CCL leader said "perhaps it will help focus attention on the issue of public versus private enterprise".

Mr. Mosher said he was "fully in accord with the view that the purpose of industry is the meeting of human needs" and added "it has no other justification".

The CCL President said he found it "wholly unjust and unfair that a large proportion of the workers of the nation are paid on an hourly basis and are required, because of a lack of planning of industry, to spend a part of each year in idleness".

Arguing in favour of political action by labour, Mr. Mosher said: "Governments can ruin some industries by the manipula-

tion of tariffs and taxation, or encourage others. In the field of public utilities, there has been a growing demand for government intervention and control, both in your country and in mine. The public is looking to governments for protection against exploitation and profiteering.

"In both our countries", he went on, "labour legislation has been either inadequate to protect the rights of the workers or has actually limited or destroyed those rights." Arguments in favour of political action by organized labour are so strong, he declared, "they can be neglected only to the detriment of the labour movement generally".

George Meany

AFL President George Meany declared his support for the auto workers in their campaign for the guaranteed annual wage. His address to the delegates was the first ever given by an AFL official at a UAW function.

Mr. Meany said he felt that AFL unions would support the auto workers financially if they asked for help. Stating at a press conference that he did not know whether a guaranteed annual wage would be practical in the auto industry, he said: "I'll take Walter Reuther's judgment on it—that's good enough for me".

Canadian Unemployment

The unemployment picture in Canada has been "deliberately confused" by the Government's practice of releasing each month two sets of "official" unemployment figures, Mr. Reuther declared in his detailed annual report to the convention. (Figures released by the National Employment Service indicate the number of persons seeking jobs through NES offices while those issued by the Dominion Bureau of Statistics show the number of jobless as indicated by a survey conducted by the Bureau.)

Mr. Reuther argued that in the NES tabulation "pains are taken" to eliminate from the count applicants who already have jobs which they wish to change, and applicants who may have obtained jobs without notifying the Service, so that as far as possible the NES figures represent an actual count of people without jobs and seeking work.

Based on sample surveys, the Bureau figures do not count as unemployed, workers on temporary layoffs and probably exclude other groups classifying them as "not in the labour force", the UAW leader's report said.

NES figures show that for 1953 as a whole, unemployment averaged 8.9 per cent greater than in 1952, while unemployment in 1954 was 39.3 per cent greater than in 1953 and 51.8 per cent greater than in 1952.

The Bureau figures, though smaller in absolute amount, indicate that unemployment in 1954 was 71.1 per cent greater than in 1953 and 81.9 per cent greater than in 1952.

Mr. Reuther's report added that the tragedy of Canada's unemployment problem was made "more grim by the refusal of the federal Government to recognize its seriousness". He added that "no effective action has been taken to stop the dry rot of growing unemployment".

The report stated that in proportion to the size of the labour force, unemployment in Canada has been much more severe than in the United States. "In January 1955", he said, "with the worst of the winter's unemployment yet to come, National Employment Service figures showed almost 570,000 workers unemployed. In proportion, an equivalent figure for the United States would be more than 7,000,000."

The report concluded that, despite growing population and increasing productivity, the whole Canadian economy was "running in low gear".

Canadian Delegates

Four Canadian UAW delegates were stopped at the United States border while en route to the convention. Three were eventually permitted to continue their journey. A United States customs official reported that the delegates had been detained because they were "suspected of holding membership in Communist-front organizations".

Canadian immigration laws were condemned as discriminatory by a Toronto delegate who said that immigration policies bar persons from the British West Indies and Asia from entering the country and that such persons were subject "to being thrown in jail for no other reason than the colour of their skin". President Reuther agreed to have the convention resolution opposing racial discrimination related to the situation in Canada.

Elections

Both Mr. Reuther and UAW Secretary-Treasurer Emil Mazey were returned to their posts by acclamation. Vice-presidents Richard T. Gosser and John W. Livingston were re-elected by the convention delegates.

Due to the increased size of the union and added administrative duties, two additional vice-presidents were created on the union's executive board. Elected to these positions were Norman Matthews and Leonard Woodcock.

Council for Development of Employment Security Personnel

Three Canadians, two from Unemployment Insurance Commission and one from Civil Service Commission, will assist in setting up of programs to promote job competency of personnel in employment security work

Three Canadians were appointed to a special committee to organize a practical approach to the development of job security personnel following a two-day meeting in Chicago March 31 to April 1 under the auspices of the International Association of Personnel in Employment Security, the Unemployment Insurance Commission of Canada, the Canadian Civil Service Commission, the Interstate Conference of Employment Security Agencies, state agencies, the Civil Service Assembly of the United States and Canada and the

U.S. Bureau of Employment Security. The conference was held under the chairmanship of IAPES President Ralph P. Hartley, who is Atlantic Regional Superintendent of the UIC.

Appointed to the special committee, in addition to Mr. Hartley, was Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, and Dr. Ernest C. Desormeaux, Secretary of the UIC. Among the other committee members are six employment security agency executives recommended by the Interstate



International Council for Personnel Development in Employment Security. Seated (left to right): E. C. Desormeaux, Edward Wood, Eugène Busha, IAPES President Ralph P. Hartley, Miss Marian E. Perry, D. M. McSween. Standing (from left): E. R. Nelson, Dr. O. E. Ault, Miss Hal M. Gwinn, Charles Cushman, W. Garnett Johnson, Arthur M. Reagan, John B. Griffin, Harry F. Smith and Dr. Charles S. Gardiner.

Conference of Employment Security Agencies and two each from the Civil Service Assembly of the United States and Canada and the U.S. Bureau of Employment Security.

In order to promote job competency and the professional development of those engaged in employment security work, the conference approved the establishment of the International Council for Personnel Development in Employment Security. Mr. Hartley served as temporary chairman while W. Garnett Johnson, IAPES 2nd

Vice-president and executive assistant to the Kentucky Department of Economic Security, was elected permanent chairman. Donald M. McSween, Commissioner of the Tennessee Department of Employment Security, was named Vice-chairman.

Dr. Ault was named to serve on a committee studying recruitment policies while Dr. Desormeaux was appointed chairman of the committee studying personnel development. Subcommittee reports will be co-ordinated by the Council chairman and will be released when completed.

Nine Canadians at ICFTU Congress in Vienna

Nine Canadian trade unionists are attending the 4th World Congress of the International Confederation of Free Trade Unions at Vienna this month.

The delegation from the Trades and Labour Congress comprises Andrew Cooper, Canadian representative of the United Brotherhood of Carpenters and Joiners; Bernard Shane, Vice-president in Canada of the International Ladies' Garment Workers' Union; John H. Reid, Canadian representative of the Bakery and Confectionery Workers' International Union; and Albert Mayer, President, Saskatchewan Civil Service Association.

The Canadian Congress of Labour delegation will be headed by Secretary-Treasurer Donald MacDonald and will include William Mahoney, Assistant Canadian Director, United Steelworkers of America; S. M. Hodgson, International Woodworkers of America; John Brady, United Automobile Workers; and Eugene Forsey, CCL Research Director.

50 Years Ago This Month

Only in Ontario and British Columbia were plumbers and painters on eight-hour day, 1904 survey found. Wages increased 25 per cent and hours of work declined considerably in 15-year period ending in 1904

Higher wages were being paid to plumbers and painters in British Columbia, Manitoba and the Northwest Territories than elsewhere in the country, it was reported in the *LABOUR GAZETTE* of May 1905 in another of the series of articles on wages, hours and working conditions in the building trades. In Ontario, the highest rates were being paid in Toronto and in localities near the United States border while in Quebec, contrary to the prevailing trend, smaller centres reported rates as high as, and in some cases higher than, those in larger localities. This was due to the fact that painters and plumbers were not resident in many Quebec areas and had to be brought in at additional expense for any major projects.

The survey revealed that the eight-hour day for both groups was confined to Ontario and British Columbia, being more common in the latter province, and that the nine-hour day was more prevalent in Ontario than in the other provinces. Approximately 32 per cent of the painters covered in the Department of Labour's survey were working nine hours or less a day.

Of 107 localities surveyed, 72 reported plumbers working a ten-hour day; 30, a nine-hour day; five, an eight-hour day; and 24, a shorter working period on Saturday. In 162 localities surveyed, painters were working 10 hours a day in 124, nine hours in 31, seven hours in seven and a reduced period on Saturday in 25.

Referring to the Royal Commission on Capital and Labour of 1899, the article noted that wages for painters had increased an average of 24.2 per cent by 1904. Plumbers' rates had shown a similar increase.

In Halifax, where painters were earning \$1.33 to \$1.83 a day and plumbers \$1 to \$1.66 in 1889, the wage rates in 1904 stood at \$1.67 to \$2 and \$2, respectively, the article noted.

Hours of work for both trades declined considerably over the 15-year period, the article revealed. Ten out of 13 returns studied in 1889 indicated a ten-hour day and three a nine-hour day whereas in 1904

only two instances of the ten-hour day were reported, seven of the nine-hour day and four of the eight-hour day.

As with other occupations in the building trades, the highest wages paid were found in British Columbia. Top wages for painters were reported in Sandon and Similkameen, where \$4 a day was the prevailing rate. Peak wages for plumbers were reported for the same centres, where \$4 daily was also the going rate.

Referring to the census returns of 1870, 1880 and 1890, the article reported that in the latter year 1,321 painters and glaziers were employed in Canada at an average yearly wage of \$378.15. In 1870, an average annual wage of \$277.07 was paid to 507 painters and glaziers and in 1880, an annual rate of \$289.23 was earned by 759.

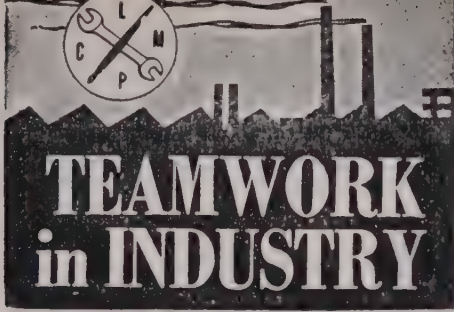
A sharp increase in the price of beef, ranging from 20 to 30 per cent, was the feature of April's cost-of-living report. The increase was attributed to a heightened demand in the British market and a scarcity of stall-fed cattle. Rents continued to increase during the month.

Butter, eggs and other farm produce were showing "a very considerable and general decline", while coal was also dropping in price the *GAZETTE* reported.

On the industrial scene, wage increases were gained in April by several groups throughout the country. Copper-mine workers in Greenwood, B.C., had their wages increased from \$3 to \$5 a day, bricklayers in Nova Scotia from 40 to 45 cents an hour, stone cutters in Quebec from 25 to 30 cents an hour, carpenters in London, Ont., by two cents an hour and plumbers in Toronto, by one cent an hour.

Eleven industrial disputes were reported to the Department of Labour during April, compared with nine during March and 20 in April 1904. The number of workers affected was 855, compared with 486 in March and more than 2,000 a year earlier.

The loss in time through these disputes was estimated at approximately 9,150 working days, an increase of 2,180 over the previous month and a decrease of 4,480 days compared with April 1904.



Find LMPC Mutually Helpful

A good example of the kind of labour-management co-operation that is mutually helpful is evident at Alliance Paper Mills, Limited, Merritton, Ont.

Employees at Alliance Paper Mills, Limited, are members of Local 77, International Brotherhood of Pulp, Sulphite and Paper Mill Workers of America.

Commenting on the advantages gained through labour-management co-operation at Alliance, "Murdo" MacDonald, President of the union local and Co-chairman of the Mutual Interest Board, said:—

"I find that the relationship here between management and union is excellent, and that the company contributes 100 per cent to making things pleasant for the employees. We make a practice of getting all new employees interested in the LMPC idea, and as soon as they do, they co-operate fully and push just as hard as the older hands to make things operate successfully . . .

"...All around, we have found that our two-way co-operation system is a great asset, and is improving all the time. Our relationship with management is excellent, and the LMPC activity is, to a great extent, responsible for the situation."

Management's Views

Speaking for management, G. Howard Smith, Industrial Relations Manager and Chairman of the Committee, said:—

"I believe that it is a fundamental precept that people are more contented in their work, and therefore more efficient, if they can see purpose in their effort and can contribute to the over-all goal.

"The Mutual Interest Board provides a medium for the interchange of ideas between management and the employees. It is a place where we can talk earnestly about the plans and problems of the company and reap the benefits of many opinions.

"The company, after all, is the people who work in it. The livelihood of all is tied up in its fortunes, and it is our belief that everyone is concerned in this."

LMPC Aids in Safety Program

Through the efforts of the joint labour-management safety committees, the employees of Canadian Forest Products, Limited, and associated companies in Vancouver have been participating in a well-devised safety program.

The company has offered some novel incentives to keep safety-consciousness at a high level at all times, and particularly during working hours. Locals of the International Woodworkers of America actively co-operate in the program.

In instituting the safety program, which was done after discussion in the joint labour-management safety committees, it was decided that any awards given for improved safety records should be shared by all employees contributing to the good record, rather than by a selected few.

"Silver Dollar Mondays"

When the program came into effect, one scheme that was developed was "Silver Dollar Mondays".

Every Monday a member of the safety committee asks the employees pertinent questions on safety. The first five individuals who answer a question correctly are each rewarded with a silver dollar.

A second plan provides a free show and prizes for employees when accident-free periods are recorded. The plan works as follows:—

If a period of 25 days accumulates without an accident being recorded, every employee in the plant is entitled to attend one motion-picture show at the company's expense.

A period of 50 accident-free days means another free show, and also a drawing for seven prizes.

Another free show for everyone is provided if a 100-day accident-free period is recorded and, in addition, \$100 is deposited to the account of the Community Fund, an employee-operated recreational enterprise.

In addition, a monthly employee magazine devoted to personnel news and safety is published and distributed. The magazine bears the appropriate title: *Stay Alert, Stay Alive*.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service. Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

C.L.R.B. Rules of Procedure and I.R. & D.I. Regulations Revised

Changes made were not substantive, being made mainly for purposes of convenience in drafting, conformity with other Regulations, clarity of meaning. Complete texts of Regulations and Rules reproduced here

The Industrial Relations and Disputes Investigation Regulations and the Rules of Procedure of the Canada Labour Relations Board have been revised. Texts of the revised Regulations and Rules of Procedure are reproduced below.

The revisions were made in accordance with the Regulations Act (Chapter 235, Revised Statutes of Canada, 1952). Regulations made under Section 9 of the Act provide for the preparation and publication of consolidations of Regulations, and of supplements to such consolidations, from time to time, as determined by the Governor-in-Council.

No substantive changes were made in either the Regulations or the Rules of Procedure. In the Regulations, the reference to "Part XV of the Criminal Code" has been dropped because it is no longer applicable in view of amendments to the Code. In the Rules of Procedure, there has been a consolidation of the original Rules with the amendments made by Orders in Council P.C. 1547 and P.C. 2007 of 1950 and 1952, respectively.

Other changes in the Regulations and Rules have been made for purposes of convenience in drafting, conformity with other Regulations, and clarity of meaning.

THE INDUSTRIAL RELATIONS AND DISPUTES INVESTIGATION REGULATIONS

[Made pursuant to the provisions of Section 67 of the Industrial Relations and Disputes Investigation Act, Chapter 152 of the Revised Statutes of Canada, 1952, by the Governor General in Council (Order in Council P.C. 1954-1727 of November 18, 1954) and published in the CANADA GAZETTE on December 8, 1954.]

1. These regulations may be cited as the *Industrial Relations and Disputes Investigation Regulations*.

2. In these regulations,

- (a) "Act" means the Industrial Relations and Disputes Investigation Act;
- (b) "Minister" means the Minister of Labour and includes the Deputy Minister of Labour; and

(c) "party" includes a person, corporation, trade union, bargaining agent, employee, employers' organization or employer.

3. Any notice, request or complaint that may be given or made to the Minister by any party under the Act may be given or made to the Director of Industrial Relations, Department of Labour, Ottawa, Ontario, for the Minister, and may be given or sent by mail or may be left with the Director for the Minister.

4. (1) Where, under the Act or these regulations, any notice or report is required or authorized to be given or sent by the Minister or a Conciliation Board or an Industrial Inquiry Commission to any party, the notice or report may be given or sent by mail addressed to that party at his place of business or usual abode or may be personally served upon or given to that party or in his absence may be left for that party with any person at his place of business or at his usual place of abode.

(2) Any notice or request authorized or required to be given or sent by the Minister to any party pursuant to the Act giving effect to or giving notice of any direction or decision of the Minister may be given or sent for him by the Director of Industrial Relations, Department of Labour, Ottawa, Ontario.

5. Service of any writ issued by the Canada Labour Relations Board or a Conciliation Board or an Industrial Inquiry Commission requiring any person to appear before the Canada Labour Relations Board, Conciliation Board or Industrial Inquiry Commission, as the case may be, to give evidence or to give evidence and to bring with him any documents in his possession or under his control, may be effected by personal service on the person to whom it is directed.

6. Any summons, warrant or writ to compel the attendance of a witness or other person before a court, judge or magistrate

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

pursuant to the Act and any notice of appeal from any decision made under the Act by a court, judge or magistrate may be served in the same manner as a like summons, warrant, writ or notice may be served under Summary Conviction proceedings of the Criminal Code.

7. In addition to the method of service authorized by Section 6, service of any summons, warrant, writ or notice mentioned in Section 6 upon a trade union or corporation may be effected by service of the same upon any officer in Canada of such trade union or corporation or by leaving it at the office of the trade union or corporation or at the last or most usual place of abode of any officer of the trade union or corporation with some inmate thereof apparently not under sixteen years of age.

Notice to Commence Collective Bargaining

8. Where a notice to commence collective bargaining has been given by an employer or employers' organization or a bargaining agent to any other party pursuant to Section 12 or 13 of the Act, it shall contain the following particulars:—

- (a) it shall be signed by the party giving the notice or signed on his behalf in the manner prescribed by Section 47 of the Act, and shall be addressed to the party to whom the notice is to be given;
- (b) it shall be dated and shall contain a request to the party to whom notice is given to commence collective bargaining with the party giving the notice with a view to the conclusion of a collective agreement between them or to the renewal or revision of any existing collective agreement between them, as the case may be; and
- (c) it shall designate a convenient time, within twenty days from the date of the giving of the notice, when, and a convenient place where, parties may meet and commence or cause authorized representatives on their behalf to meet and commence collective bargaining.

Request for the Appointment of a Conciliation Officer or Conciliation Board

9. Where a request is made to the Minister by a party to collective bargaining, pursuant to Section 16 of the Act, to instruct a conciliation officer to assist the parties in collective bargaining or for the appointment of a Conciliation Board, the request shall be accompanied by a statement containing the following information:—

- (a) the name and address of the party making the request and of the other party to the collective bargaining;
- (b) the date upon which notice was given under Section 12 or 13 of the Act, as the case may be, to the other party to commence collective bargaining, together with a copy of the notice;
- (c) a copy of any existing collective agreement between the parties; and

- (d) a statement of the steps that have been taken and the progress that has been made in collective bargaining following the giving of the notice, and the difficulties that have been encountered in connection with the collective bargaining since the date of the giving of the notice.

Complaint Alleging Violation of a Provision of the Act

10. (1) Where any complaint is made to the Minister under Section 43 or 44 of the Act alleging a violation of a provision of the Act, the complaint may be signed in the manner authorized by Section 47 of the Act for the signing of a notice under the Act and shall be duly verified by affidavit or statutory declaration.

(2) The complaint shall contain the following particulars:—

- (a) the name and address of the party making the complaint and of the party against whom the complaint is made;
- (b) a statement that the party making the complaint is aggrieved because of the alleged violation of the Act, with particulars setting out his interest in the complaint;
- (c) the provision or provisions of the Act that, it is alleged, have been violated, including a reference to the sections in the Act containing those provisions; and a concise statement of the facts and actions upon which the complainant relies as constituting a violation of the Act, including all relevant dates and names and addresses of persons who are, in the opinion of the complainant, in a position to give evidence to substantiate the complaint, and the nature of such evidence; and
- (d) the steps, if any, that have been taken by or on behalf of the complainant for the adjustment of the matters giving rise to the complaint.

(3) Upon receipt of a complaint, the Minister may request such further particulars of the complaint as he deems necessary from the party making the complaint and may as he deems advisable send forward a notice of the complaint and a copy of the complaint and of any particulars thereof made to and filed with him by the complainant to the party against whom the complaint is made, and may request that party to furnish to the Minister a reply to the complaint duly signed by that party and verified by affidavit or statutory declaration within seven days of receipt by that party of the notice or such further time as may be specified by the Minister.

Application to the Minister for Consent to Prosecute

11. (1) Where an application is made by any party to the Minister for consent to prosecute for an offence under the Act, the Minister may require the applicant to submit a written application in accordance with this section.

(2) The application may be signed on behalf of the party making the application in the same manner as is provided by Section 47 for the signing of any notice under the Act by the applicant and shall be verified by affidavit or statutory declaration.

(3) The application shall contain the following particulars:—

(a) the name and address of the applicant and of the party whom it is desired to prosecute;

(b) the particulars and nature of the offence alleged to have been committed and the provisions of the Act that it is alleged have been violated, including a reference to the sections of the Act containing those provisions and including the date or dates upon which and the place or places where the offence or offences against the Act were committed or, if a continuing offence, the date upon which the offence commenced and the period of time during which it continued; and

(c) a concise statement of the facts and actions upon which the complainant relies as constituting the violation or violations of the Act in respect of which consent to prosecute is requested, including all relevant dates and names and addresses of persons who in the opinion of the applicant are in a position to give evidence to substantiate the complaint and the nature of such evidence.

(4) Upon receipt of an application for consent to prosecute, the Minister may request from the applicant any further particulars that he deems necessary to dispose of the application and may give notice of the application and a copy of the application and of any particulars furnished by the applicant in support thereof as he deems advisable, to the party whom the applicant desires to have prosecuted, and may request that party to file a reply to the application duly verified by affidavit or statutory declaration within seven days following the receipt of the request or such further period of time as the Minister may specify.

RULES OF PROCEDURE OF THE CANADA LABOUR RELATIONS BOARD

[Made pursuant to the provisions of Section 60 of the Industrial Relations and Disputes Investigation Act, Chapter 152 of the Revised Statutes of Canada, 1952, by the Governor General in Council (Order in Council P.C. 1954-1727 of November 18, 1954) and published in the *Canada Gazette* on December 8, 1954.]

1. These rules may be cited as the *Rules of Procedure of the Canada Labour Relations Board*.

Interpretation

2. In these rules,

(a) "Act" means the Industrial Relations and Disputes Investigation Act;

(b) "Board" means Canada Labour Relations Board;

(c) "Chairman" means the Chairman of the Board and includes, during the absence of the Chairman for any reason, the Vice-Chairman of the Board;

(d) "Chief Executive Officer" means the Chief Executive Officer of the Board; and

(e) "party" includes a person, corporation, trade union, employee, employer, or employers' organization.

3. (1) The forms prescribed by the Board from time to time for use in proceedings before it shall be used in such proceedings; copies of these forms may be obtained for use by any party from the Chief Executive Officer of the Board, Ottawa, Canada.

(2) Where by these rules notices are required to be given by the Board to any party or by any party to any other party or to the Board, the notices shall, unless otherwise in these rules provided, be in writing and may be filed or given or served by being sent by prepaid registered mail or by personal service; notices to be served upon or filed with the Board may be addressed to or served upon the Chief Executive Officer of the Board, Ottawa, Canada.

(3) Where by the Act or by these rules a notice is required to be given by the Board, it may be given by the Chief Executive Officer.

Quorum of the Board

4. (1) Three members of the Board including the Chairman and one member representative of employers and one member representative of employees constitute a quorum for the purpose of any hearing or decision of the Board or the transaction of other business of the Board.

(2) The decision of the majority of the members of the Board present and constituting a quorum of the Board is a decision of the Board and, in the event of a tie, the Chairman has a casting vote.

(3) The Chief Executive Officer, with the concurrence of the Chairman, may set down any application or other matter pending before the Board for hearing by the Board and fix the time and place of the hearing, and shall do so in any case upon the request of the Chairman.

(4) Meetings of the Board shall be held as determined by the Board or at the call of the Chairman.

Enlarging or Abridging Time

5. (1) When the Board deems it advisable it may postpone or adjourn the hearing or consideration of any matter for such time and from time to time and upon such terms as it may deem fit; or in any matter or proceeding abridge or enlarge the time prescribed by these rules for doing any act, filing any document or instituting any proceedings before it.

(2) Where on the hearing of any application or other matter by the Board, the Board reserves or postpones decision thereon or on any issue in connection therewith, the Board may, at any subsequent meeting or meetings, make decision disposing of the

application, matter or issue, notwithstanding that the members of the Board at the subsequent meeting are not the same as the members of the Board who were present at the hearing.

Decisions of the Board

6. Evidence of all decisions of the Board shall be in the form of an order signed by the Chief Executive Officer.

Amendment of Proceedings

7. Any application or other document filed with the Board in connection with any proceeding under the Act may be amended at any time by leave of the Board upon such terms and conditions as the Board may prescribe.

Time for Filing Second Application

8. Where an application for certification has been refused by the Board, the Board shall not entertain any further application by the applicant for certification in respect of the same or substantially the same unit of employees until a period of six months has elapsed following the date of the decision, except by special leave of the Board where the Board is of opinion that the prior application was rejected on account of a technical error or omission in connection therewith.

9. (1) Subject to these rules, in any proceedings before it, the Board shall afford an opportunity to all interested parties either to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable in the circumstances.

(2) Where any question arises in any proceedings before the Board as to whether a party is an interested party therein the Board shall decide the question and its decision thereon is final and conclusive.

Application for Certification of Bargaining Agent

10. (1) An application by a trade union for certification as bargaining agent under Section 7 of the Act shall be in writing duly signed on behalf of the trade union as provided in Section 47 of the Act and verified by statutory declaration or affidavit of the person or persons who signed the application.

(2) Upon the filing of the application the Board shall give notice thereof and send one or more copies of the application to the employer of the employees in the proposed bargaining unit and to any other interested party.

(3) In any particular case where the Board deems it advisable, the Board may require the employer to post one or more copies of the application and notice and to keep them posted for seven days in a conspicuous place or places in his establishment where they are most likely to come to the attention of the employees in the proposed bargaining unit, and in such case, forthwith upon the expiry of the period of posting, the employer shall file with the Board a statutory declaration proving compliance with the instructions of the Board for posting.

(4) Within seven days of receipt of the notice and copy of the application, the employer and any other party to whom the notice is sent shall notify the Board that he desires or does not desire, as the case may be, to intervene to contest the application and file his reply thereto.

(5) Where notice of intervention is filed by the employer or other interested party, the party filing the notice shall file with the Board, within fourteen days of service upon him of the notice and copy of the application referred to in subsection (2), a reply to the application in writing signed on his behalf as provided in Section 47 of the Act and verified by affidavit or sworn declaration of the persons who signed the reply.

(6) The reply shall contain a concise statement of the material facts upon which the intervener intends to rely and shall specifically admit or deny each of the statements made in the application.

(7) The reply shall also state whether or not a hearing before the Board is desired by the intervener in order to present evidence or make further representations in the matter, and where a hearing is requested, the reasons for such request, the nature of the further oral representations or evidence that it is proposed to make or present, shall be stated.

(8) Upon the filing of the reply, the Board shall send a copy thereof to the applicant who shall inform the Board forthwith upon receipt thereof whether or not he desires a hearing on the application for the purpose of making oral representations or presenting evidence and the nature of the representations and evidence it is proposed to make or present at the hearing.

(9) Where the Board is of opinion that a hearing on an application is advisable, notice fixing a time and place of the hearing shall be given to the applicant and to the employer and to all other interveners filing replies; the notice may be given by mail, telegraph or telephone.

Application to Prescribe a Provision for the Final Settlement of Differences Concerning Meaning or Violation of a Collective Agreement

11. (1) An application to the Board to prescribe a provision for the final settlement of differences concerning the meaning or violation of a collective agreement may be made to the Board by either party thereto signed in the manner provided in Section 47 of the Act and duly verified by affidavit or statutory declaration of the person or persons who signed the application.

(2) The application shall set forth the names and addresses of the parties to the collective agreement in respect of which it is desired to have the provision prescribed, the date of execution of the agreement and its duration, and the reasons for making the application; a true copy of the collective agreement shall be filed with the application.

(3) Upon filing of the application, the Board shall give notice and send a copy thereof to the other party to the collective agreement.

(4) Within fourteen days of receipt of notice and copy of the application, the other party to the collective agreement may file with the Board a written reply to the application signed as provided in Section 47 of the Act and verified by affidavit or sworn declaration of the person or persons who signed the reply.

(5) The reply shall contain a concise statement of the facts and arguments upon which the party making a reply intends to rely and shall specifically admit or deny each of the statements made in the application.

(6) The reply shall also state whether or not a hearing before the Board is desired in order to make further oral representations or present evidence and where a hearing is requested, the reply shall state the reasons therefor and the nature of the representations or evidence that it is proposed to make or to present.

(7) Upon the filing of the reply, the Board shall send a copy thereof to the applicant who shall inform the Board forthwith whether or not he desires a hearing on the application and, if so, the nature of the oral representations or evidence that he proposes to make or present at the hearing.

(8) Where the Board is of opinion that a hearing on an application is advisable, notice fixing the time and place of the hearing shall be given to the interested parties; the notice may be given by mail, telegraph or telephone.

Complaints Alleging Failure to Negotiate

12. (1) Where the Minister of Labour pursuant to Section 43 of the Act has referred to the Board a complaint from a party to collective bargaining that any other party to the collective bargaining has failed to comply with paragraph (a) of Section 14 of the Act or with paragraph (a) of Section 15 of the Act, the Board shall send a copy of the complaint to the party alleged to be in default and shall by notice require that party to file and that party shall thereupon file with the Board within ten days of receipt of the notice, a reply to the complaint in writing signed in the manner provided by Section 47 of the Act and verified by affidavit or statutory declaration of the persons who signed the reply.

(2) The reply shall state whether or not a hearing in the matter is desired and, if so, the nature of the representations or evidence that it is proposed to make or present.

(3) Before proceeding as provided in subsection (1) the Board may require the complainant to furnish further particulars in writing of the complaint and a full statement of the facts relied upon in support thereof duly verified by affidavit or statutory declaration.

(4) The reply to the complaint shall contain a concise statement of the facts upon which the party making the reply intends to rely and shall set out the facts and circumstances relating to the bargaining negotiations within the knowledge of

that party and shall specifically admit or deny each of the statements made in the complaint.

(5) The respondent shall forward with the reply a copy of any notice or notices to commence collective bargaining given by or on behalf of the complainant to the respondent or by the respondent to the complainant and being or purporting to be given pursuant to Section 12 or Section 13 of the Act and received or given by the respondent, as the case may be.

(6) Where the Board is of opinion that a hearing on a complaint is advisable, notice fixing the time and place of hearing shall be given to the interested parties; the notice may be given by mail, telegraph or telephone.

(7) Upon the filing of a reply, the Board shall send a copy thereof to the complainant.

(8) Notwithstanding anything in this section, the Board may at any time following receipt of a complaint referred to the Board by the Minister, if it deems it expedient to do so, set the matter down for hearing before the Board at such time and place as may be fixed by the Board therefor.

(9) In the disposition of the complaint, the Board may take into consideration the reports of any inquiries made by it or that the Minister of Labour has caused to be made in connection with the complaint prior to the transmission of the complaint to the Board and that the Minister has made available to the Board.

Failure to Make Reply

13. Where upon an application or other proceedings before the Board, a party fails to give notice or to make reply within the time prescribed by these rules for doing so, that party is not entitled, except by leave of the Board, to any further notice of proceedings in the matter or to make further representations or to give further evidence to the Board in connection therewith.

Time of Filing

14. (1) Where the Board has directed a trade union or employers' organization to file with it a statutory declaration stating the names and addresses of its officers or a copy of its constitution and bylaws, the trade union or employers' organization shall comply therewith within seven days of the receipt of notice.

(2) Every trade union and employers' organization making application to the Board under these rules shall file with the Board a copy of its constitution and bylaws and the names and addresses of its officers, if they are not at that time already on file with the Board.

Member in Good Standing

15. For the purposes of Section 7 of the Act, a member in good standing of a trade union shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of the application for certification

(a) a member of the union; and

- (b) has, on his own behalf, paid at least one month's union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of the application; or
- (c) where he has joined the union within the period mentioned in paragraph (b) has, on his own behalf, paid the union application or admission fee in an amount at least equal to one month's union dues.

Votes of Employees

16. (1) Where the Board has directed that a vote be taken of the employees in a bargaining unit, the Chief Executive Officer is responsible for the taking of the vote and reporting thereon to the Board and, subject to the direction of the Board, he has authority on behalf of the Board to settle all matters pertaining to the taking of the vote and to issue directions deemed necessary by him for the taking of the vote including, without restricting the generality of the foregoing, authority to

- (a) settle the list of employees entitled to vote;
- (b) settle the form of the ballot;
- (c) fix the method of voting and the time and place or places for the taking of the vote;
- (d) settle the forms of notice of election and provide for the posting thereof;
- (e) appoint a returning officer, deputy returning officer and poll clerks as he may deem necessary;
- (f) direct, in any case, that certain ballots be segregated and referred to the Board for a ruling; and
- (g) give any special directions he may deem necessary as to the proper conduct of the vote.

(2) Every interested party shall comply with every reasonable request made by the Chief Executive Officer, or any person designated by him to assist in the taking of the vote, for information or assistance required by him in the preparation for or the taking of the vote.

17. (1) The Chief Executive Officer of the Board, subject to the direction of the Board, is responsible for the processing of applications made to the Board, the issue of notices on behalf of the Board, the conduct of investigations for the Board in connection with applications and other matters coming before the Board and may, subject to the direction of the Chairman, in his discretion, undertake or cause to be undertaken such investigation on the Board's behalf as he deems necessary in the circumstances of the case, and is responsible for the preparation and submission of reports to the Board concerning the matters mentioned in this section, and, subject to the direction of the Chairman, the issue of orders giving effect to the decisions of the Board.

(2) The Secretary of the Board shall keep a record of the proceedings and decisions of the Board and orders made by it, and shall assist the Chief Executive Officer in the discharge of his duties; in the absence of the Chief Executive Officer for any reason the Secretary shall act in his place.

18. A summons to require any person to appear before the Board to give evidence or to give evidence and bring with him any documents in his possession or under his control in the following form, varied to suit the case, shall be deemed good and sufficient for that purpose and may be given by the Chairman or the Chief Executive Officer, and service thereof may be effected by personal service on the person to whom it is directed:

SUMMONS

Before the

CANADA LABOUR RELATIONS BOARD

To:

In the matter of *The Industrial Relations and Disputes Investigation Act* and of

..... affecting
 (Applicant)
 and
 (Respondent)
 and
 (Intervener)

Whereas it has been made to appear that you are likely to give material evidence respecting the above-cited matter, you are hereby summoned and required to appear before the Canada Labour Relations Board at a hearing to be held at.....
 in the City of on the
 day of at the hour of in the
 noon, and so from day to day until the matter is heard, to give evidence touching the matter in question (and to bring with you at the time and place aforesaid and produce before the said Board

..... and any other books, papers or documents in your custody or under your control in any way relating to the said matter).

Given under my hand this day of, 19...

(Name and title of signing officer)
 Canada Labour Relations Board.

Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during March. The Board ordered two representation votes of employees, rejected one application for certification, and granted one request for review of a Board decision. During the month the Board received seven applications for certification.

Representation Votes Ordered

1. Brotherhood of Railroad Trainmen, applicant, Midland Railway Company of Manitoba, Winnipeg, respondent, Order of Railway Conductors and Brakemen, intervener (conductors). (L.G., March, p. 298) (Returning Officer: R. H. Hooper). The

names of the applicant and intervener will both appear on the ballot.

2. National Association of Broadcast Employees and Technicians, applicant, and Western Ontario Broadcasting Company Ltd. (Station CKLW and CKLW-TV), Windsor, Ont., respondent. (L.G., March, p. 298) (Returning Officer: R. L. O'Neill).

Application for Certification Rejected

Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, applicant, Dominion Catering Company Limited, Yellowknife, NWT, respondent, and Giant

Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Yellowknife Gold Mines Limited, intervenor. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., March, p. 298).

Request for Review of Decision Granted

Canadian Air Line Dispatchers' Association, applicant, and Trans-Canada Air Lines, Montreal, respondent (L.G., April, p. 425).

Applications for Certification Received

1. St. Maurice District Radio Employees' Union, on behalf of a unit of employees of La Cie de Radiodiffusion de Shawinigan Falls Ltée, Shawinigan Falls, Que. (Investigating Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of employees of Central Northern Airways Limited, Winnipeg (Investigating Officer: J. S. Gunn).

3. Saguenay and Lake St. John Telephone Employees' National Syndicate on

behalf of a unit of employees of the Bell Telephone Company of Canada, Montreal (Investigating Officer: C. E. Poirier).

4. Transport Drivers, Warehousemen and Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America) on behalf of a unit of maintenance and service employees of Smith Transport Limited, Montreal (Investigating Officer: R. Trépanier).

5. Brotherhood of Railroad Trainmen on behalf of a unit of conductors of the Algoma Central and Hudson Bay Railway, Sault Ste. Marie, Ont. (Investigating Officer: R. H. Hooper).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers of The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

7. International Union of Operating Engineers, Locals 115 and 955, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, Edmonton (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister appointed conciliation officers to deal with the following disputes:—

1. Ogilvie Flour Mills Company Limited, Winnipeg, and Local 520, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn).

2. Giant Yellowknife Gold Mines Limited, and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc., Montreal, and Local 1657, International Longshoremen's Association (checkers) (Conciliation Officer: R. Trépanier).

4. Association of Lake Carriers and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough).

5. Shipping Federation of Canada, Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Trépanier).

6. British Columbia Packers Limited (whaling operations), and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Tidewater Shipping Company, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 61).

2. Yukon Consolidated Gold Corporation Limited, Dawson City, YT, and Dawson Miners' Union, Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 425).

3. National Harbours Board and National Harbours Board Employees' Association, Prescott, Ont. (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 425).

4. National Harbours Board, Halifax, N.S. and Division No. 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane) (L.G., April, p. 425).

5. Association of Lake Carriers and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough) (see above).

6. Shipping Federation of Canada, Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Trépanier) (see above).

7. British Columbia Packers Limited (whaling operations) and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe) (see above).

8. Giant Yellowknife Gold Mines Limited, and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (see above).

Conciliation Board Appointed

Canadian Pacific Air Lines, Limited, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie) (L.G., April, p. 425).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in February to deal with matters in dispute between CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians (L.G., April, p. 426) was fully constituted in March with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, H. M. Daly, QC, Ottawa, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Canadian Overseas Telecommunication Corporation and the Overseas Communication Union, Local 272 (L.G., April, p. 426), was fully constituted in March with the appointment of the Hon. Mr. Justice P. E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. Andras, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Nova Scotia's Department of Labour handled 64 conciliation cases during the fiscal year 1953-54, it is reported in the Department's annual report. Of these, 58 were settled by conciliation officers, four were settled by conciliation boards, one by a conciliation officer after a strike following a board's report, and one strike continued following a board's report.

Conciliation Board Reports Received

During March, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (L.G., March, p. 300). The text of the majority and minority reports are reproduced below.

2. Bessborough Hotel, Saskatoon (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the majority and minority reports are reproduced below.

3. Jasper Park Lodge (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the unanimous report is reproduced below.

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the majority and minority reports are reproduced below.

5. Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Region) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., July 1954, p. 993). The text of the unanimous report is reproduced below.

6. Chateau Laurier Hotel, Ottawa (Canadian National Railways), and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1954, p. 1725). The text of the unanimous report is reproduced below.

Settlements Following Board Procedure

1. Essex Terminal Railway Company, Walkerville, Ont., and the Brotherhood of Railroad Trainmen (L.G., Nov. 1954, p. 1574).

2. CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians (L.G., April, p. 426).

3. Canadian Overseas Telecommunication Corporation, Montreal (clerical employees) and Local 272, Overseas Communication Union (L.G., Nov. 1954, p. 1574).

Report of Board in Dispute between

Vancouver Barge Transportation Limited

and

Seafarers' International Union of North America,

Canadian District

Terms of Reference

To endeavour to effect agreement between the parties on the matters in dispute, namely:—

1. Wage Rates.
2. Overtime Rates.
3. Establishment of a Welfare Fund.

Observations

The Board met by arrangement on Tuesday, February 15, at 2 p.m. and immediately following the taking of the oath of office by the members proceeded with the hearing of the parties to the dispute.

Apart from a copy of the current agreement handed in by the Union as Employees' Exhibit No. 1, and a written submission presented by the employer and handed in as Employers' Exhibit No. 1, the argument pro and con was oral, and required considerable questioning by the Board for the purpose of clarification. However, the hearings were harmonious throughout, and the employer-employee relations appear good.

In the regrettable absence of a written brief being submitted by the Union for study by the Board members, the Board, through questioning and research, assembled certain facts, in the light of which it bases its findings and recommendations

Relevant Facts in Brief

In September 1952 a Conciliation Board was established to assist in effecting an agreement between the parties to this dispute. With two exceptions the unanimous recommendations of that Board were later accepted and constituted, as amended, the initial wage agreement between the parties. The exceptions referred to above were:—

1. The union security clause recommended by the Board was amended in line with the union proposals.
2. An adjustment in line with the union proposals was made in the hours on watch for deckhands, and established, in a measure, a six-hour day, contrary to the recommendation of the Board.

In March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Vancouver Barge Transportation Limited.

The Board was under the chairmanship of Robert Hewitt, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Watt, Vancouver, and Hugh Smith, North Burnaby, B.C., nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Watt. The minority report was submitted by Mr. Smith.

The texts of the majority and minority reports are reproduced below.

Acceptance of all other recommendations of the Board did, however, establish the following concessions to the Union:—

1. Increased monthly rate of cooks from \$172.50 to \$195.
Increased monthly rate for quartermasters from \$167.50 to \$175.
Increased monthly rate of deckhands \$159.50 to \$175. Placed quartermasters and deckhands in one classification.
2. Established a guaranteed minimum of 20 hours per month while handling cargo during hours on duty, at \$1 per hour or a guaranteed \$20 per month in addition to basic wage.
3. Established an overtime rate of \$1.50 per hour, which up to that time had been compensated by equivalent time off.
4. Increased the number of days leave per month from seven days for quartermasters, and four days for deckhands, to ten days for all classes.

It should be noted that the combined basic wage of \$175 plus the guaranteed minimum of \$20 for cargo handling during the regular shift hours brought the monthly

earnings up to \$195, which is frequently exceeded by handling cargo for hours in excess of 20 in any calendar month.

It should be further noted, particularly when making comparisons with the wage rates of other classes of labour, that in addition to the monthly earnings, the company provides meals and sleeping accommodation, except for days on leave from the vessel, or approximately 20 days of each calendar month.

While the Board has made no effort to set a value on this service it has been noted, however, that Section 16 of the current agreement provides for an allowance of \$2 per day when a vessel is withdrawn from the service and meals and lodging are not provided.

In 1953 the agreement was reopened for negotiations, with the result that a further \$30-per-month increase was agreed to, but at the same time it was agreed to revert to the hours of work recommended by the 1952 Conciliation Board, that is the present eight-hour day.

In this dispute the Union is not seeking a return to the so-called six-hour day, but is seeking instead a 12½-per-cent increase in the monthly rate, plus a 12½-per-cent increase in the overtime rate, presumably, in part at least, to compensate for the longer work week as re-established in the 1953 negotiations.

With the addition of the \$30-per-month increase obtained in 1953, the rates of pay are now:—

Cooks: \$230 per month.

Deckhands: \$205 per month plus \$20 guaranteed for cargo time, making a total of \$225.

Wage Rates

The company's submission to the Board states as follows:—

While there are no union-organized companies whose operations are exactly similar to those of this company, there are a number of agreements of companies who employ similar classifications of employees. These, for the information of this Board, are as follows:

	Per month
CPR	} \$205.00
CNR	
Union SS	
Waterhouse	
Tidewater Shipping Co.	216.00
Various towboat companies...	192.00

The union did not attempt to dispute the accuracy of the above quotation or figures.

The information of the Board is that the majority of the companies, or at least, companies employing the majority of the employees of the companies quoted above, are under agreement with the Union herein involved. None of them have currently nor have they ever had a six-hour day such as that secured from this company in 1952 and forfeited in 1953.

It should be noted, however, that although a Conciliation Board recent report has recommended no increase in wage rates quoted above, the question of rates is still unsettled. Thus there is always the possibility of an upward revision, in which case the rates of the several companies referred to above could be altered to an extent that would leave the employees of this company in an unfavourable relative position.

The Board has given full consideration to this possibility but is of the opinion that, inasmuch as it will be possible to reopen negotiations between the parties to this dispute within the next six months, every consideration could be given at that time to such an eventuality.

The Board has looked into the possibility of cost-of-living index changes warranting a change in the wage rates. We have compared the index as of September 1952 with that of December 1954, which indicates a rise on only one-half of one point. In this connection we may also point out that, where an employer provides meals and sleeping accommodation as a part of the remuneration for services, he is absorbing a large share of any increase in the cost of living which would otherwise rest solely on the shoulders of the employee.

The Board has also taken into account the contention of the Union that the employees should now be compensated for the forfeiture of the shorter work-week in 1953, and that the \$30 monthly increase received at the same time was a general monthly increase in wage rates in the West Coast shipping industry in that year, and therefore should not be interpreted as compensation for the additional two hours work per day.

It is the opinion of the Board that there was at that time a mutually agreed condition existing, which warranted the agreement to re-establish the former eight-hour day. While we do not propose to go into the matter, we have reason to believe that the same condition which prompted such agreement still exists.

As previously stated, the so-called six-hour day was secured by the Union in 1952. It was secured after a Conciliation Board had recommended a continuation of the

eight-hour day. After one year of operation it was mutually agreed to revert to the eight-hour day.

Apart from the period of one year in operation in this relatively small section of the industry (involving sixteen men) there is not now, nor has there ever been, a six-hour day agreement with this company nor with any of its competitors in this area.

The current basic wage, as previously shown, is the same as that paid by the three larger competitors of this company, and when the cargo handling time monthly guarantee of \$20 per month is added, the earnings of the employees of this company are \$20 in excess of the others.

Recommendations

In the light of all the above facts, the Board can find no justification for any increase in monthly wage rates, except as referred to in a later recommendation *re* the Welfare Fund, and we recommend accordingly.

Overtime Rates

The Board finds that the overtime rates being paid by competitive shipping companies in the area for similar classes of employees, is currently, \$1.17 per hour. A Conciliation Board has recently recommended \$1.32. The Union is seeking \$1.50. The matter is still unsettled, but, should the full demands of the Union regarding overtime be finally conceded, the rate would be the same as that now being paid by the company herein involved, \$1.50 per hour.

In the light of the above facts, the Board recommends no increase in the present overtime rates.

Welfare Plan

The Board agrees with the Union that in keeping with the modern trend in industry they should have a Welfare Plan, that it should be nation-wide, or at least province-wide, and covering the shipping industry. However, the proposal of the Union that a trust fund be built up at the company's expense, amounting to \$6 per month per man, and held in trust pending the hoped-for day when all, or a majority of the B.C. Shipping Companies are prepared to establish such a plan, does not appeal to the Board as practicable or even reasonable.

The Board is of the opinion that a more practicable solution to the problem, could be implemented, one which would serve as a beginning towards the larger plan and would at the same time provide more immediate welfare. We therefore recommend the following:—

The parties shall meet at the earliest reasonably possible opportunity with a view to examining some of the many welfare plans available; drafting an agreement to establish a jointly-operated welfare plan covering surgical benefits; weekly sickness or accident indemnities, etc. and acceptable to both parties. We recommend that such plan be set up so as to become effective not later than May 1, 1955. Provided, however, that not more than one-half of the cost of any plan adopted shall be borne by either party, and further provided that the union shall at its option accept, in lieu of a welfare plan, an increase in monthly rates of (\$2.50) two dollars and fifty cents per month effective September 1, 1954.

Respectfully submitted.

(Sgd.) ROBERT HEWITT,
Chairman.

(Sgd.) T. R. WATT,
Member.

Dated at Vancouver, B.C. this 21st day of February 1955.

Mr. Hugh Smith will submit a minority report.

MINORITY REPORT

On January 18, 1955, you were pleased to appoint a Conciliation Board to investigate and report on the above dispute. The Board was constituted as follows:—

R. Hewitt, Esq., Vancouver, B.C.,
Chairman.

T. Watt, Esq., Vancouver, B.C.,
Employer nominee-member.

Hugh Smith, Esq., North Burnaby,
B.C., Employees nominee-member.

The company was represented by Mr. J. Lindsey and the Union was represented by Messrs. Norm Cunningham and Don O'Reilly.

The points in dispute arose out of a request by the employees for revisions in the agreement as follows:

1. A wage increase of 12½ per cent for all employees covered by this agreement.
2. An over-all increase in the overtime rate of 12½ per cent.
3. An employer contribution of 20 cents per man, per day, to be deposited to a union welfare plan.

The following are my recommendations:

1. Wage Increase

Recommend a wage increase of 10 per cent which, I believe, would bring the employees closer to prevailing rates throughout the Province of British Columbia.

2. Overtime Rate

In order to be consistent with the other coast companies I would not recommend any increase in the overtime rate at this time. It has been pointed out that the major coast companies are now paying, or have offered to pay, \$1.32 per hour overtime rate. It is for that reason that I would not recommend any change in the present rate of \$1.50.

3. Welfare Plan

The employees spoke for some length on the proposal of a Welfare Plan and it has been pointed out that the major part of Canada's shipping, which is in eastern Canada and is represented by the Seafarers' International Union, has already been granted a Welfare Plan on the same basis as requested by the employees here. It has also been pointed out that, in most cases, seamen have no medical or pension plan benefits of any consequence on coastal ships. The employees representatives have supplied me with data pertaining to the Plan and, having gone into it thoroughly, I would recommend that the request for a Welfare Plan on the basis proposed by the Union be granted.

Conclusion

The employer continually pleaded inability to pay as his reason for not granting the employees' requests. This cannot be recognized as a basis for bargaining; the point is, as I see it, whether or not the requests of the employees are reasonable and justified.

It has been admitted by the company that in 1953 the employees took a step backwards in their conditions because of the statements by the company that they could not carry on their business unless certain changes were made. I was somewhat surprised to note that the employees, who had been on a six-hour day, thirty-hour week, for more than a year, voted to return to the eight-hour day, forty-hour week, in an attempt to solve this problem and with the hope that it would serve to better relation between the company and the Union.

In other words, as I understand it, the employees were granted an increase of \$30 per month in 1953, which was compensation for the extra hours they would be required to put in. The increase in the number of hours worked was ten hours a week, forty-four hours per month and therefore \$30 would appear to be poor compensation for these extra hours. An increase at this time would in my opinion seem quite justified.

The discussions during the hearings were at all times amiable and the relations between the company and the Union seemed very good.

This is a Minority Report.

Respectfully submitted.

(Sgd.) HUGH SMITH,
Member.

Report of Board in Dispute between

Bessborough Hotel, Saskatoon (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers

The Brotherhood is asking for an increase of 15 per cent across-the-board for all employees of the bargaining unit covered by the collective agreement, which was effective for a period of two years from August 1, 1953.

A conciliation officer was appointed October 7, 1954, in connection with the matter and no settlement was reached and as a result a Conciliation Board was set up consisting of George W. McPhee, Chairman, and Emmett Matthew Hall, QC, and Thomas McGregor as members. We met with the parties on March 7 and 8 and no settlement could be reached.

We therefore present our findings with reference to the dispute. We find that this fixing of wages for employees of the Bessborough Hotel cannot be placed in the same category as wages of the Canadian National Railway. Mr. Justice R. L. Kellock in his arbitration award of December 18, 1950, explicitly states so. The same opinion was expressed by Mr. Justice J. D. Hyndman on March 12, 1952, in a Board of Conciliation report dealing with wages and hours of work of employees of the Chateau Laurier at Ottawa.

It has been established that the employees of the Bessborough Hotel have been accorded substantial increases in

wages since 1950 and that the average hourly earnings of these employees have increased by 26.1 per cent in that period.

It has been alleged and we believe it to be true that to grant these employees the request which they have made will cost the Bessborough Hotel \$68,550 and if similar increases were made to other hotel employees not covered by the collective agreement of 1953 a further sum of \$6,900 or a total of \$75,450. The operating revenue of the hotel for 1953 was \$1,013,355. The operating expenses for 1953 including taxes were \$968,205 leaving a surplus of \$37,988. If \$75,450 were added to the operating expenses of the hotel by virtue of giving the increase asked for in this application the hotel would on the basis of 1953 show a deficit of \$37,015.

How could this deficit be met by the hotel? There are only two ways by which it could be done—increase in the price of meals and increased rent for rooms. It was shown that room rates and meal prices are now at such a figure that to increase same would price the hotel out of the market. It was shown by Mr. Finlay, Manager of the hotel, that already some permanent patrons have moved out as a result of the last increase in rates; so increase in price of meals and room rent is out of the question. It is reasonable to suggest, therefore, that this deficit should be saddled on the Canadian National Railways, when the employees of this hotel in wages and earnings compare favourably with those that apply in other hotels in the province. We cannot agree to that suggestion.

Nothing has transpired with regard to the cost of living or working conditions since the last agreement was entered into on August 1, 1953, to justify any change in the agreement.

We feel that there is no justification for any further increase in the wage rate existing at the present time.

Dated at Saskatoon, Saskatchewan, this 9th day of March, A.D. 1955.

Respectfully submitted.

(Sgd.) GEORGE W. MCPHEE,
Chairman.

(Sgd.) E. M. HALL,
Member.

MINORITY REPORT

The Board of Conciliation appointed to deal with the above dispute completed its hearings on Tuesday, March 8, and adjourned until Wednesday, March 9 at 10 a.m., when the members of the Board were to meet and consider the evidence which had been presented to it by both

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Bessborough Hotel, Saskatoon (Canadian National Railways).

The Board was under the chairmanship of His Honour Judge George W. McPhee, Moose Jaw, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Emmett M. Hall, QC, Saskatoon, and T. McGregor, Winnipeg, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Hall. The minority report was submitted by Mr. McGregor.

The texts of the majority and minority reports are reproduced below.

parties. When the Board met on Wednesday, instead of discussing the case, the Chairman read a completed report which had been agreed to by the Chairman and the employer's nominee, and which they both signed after it had been read. I asked for time to consider their submission before giving my answer as to whether I could or could not sign it, and this was granted on the understanding that I would write the Chairman before March 18. However, on March 15 I received a letter dated March 10, from the Chairman, reading as follows:

I have been thinking the matter over and as we have to have our report in by the 15th instant, I am sending same in and advising Mr. Maclean that you will forward your minority report direct to him.

I want to get this matter concluded so far as I am concerned so that I can keep within the date suggested to me by the Department.

This action of the Chairman I thought was rather high-handed in that he did not wait for my reply and took it upon himself to advise you that I would forward a Minority Report before he knew that a Minority Report would be necessary.

It transpires however, now that I have had time to read the Majority Report and study the evidence submitted I can say that I do not agree with its findings, and submit the following as my recommendation for a basis of settling the dispute.

(1) Paragraph 3 of the Majority Report reads as follows:

We therefore present our findings with reference to the dispute: We find that this fixing of wages for employees of the Bessborough Hotel cannot be placed in the same

category as wages of the Canadian National Railway. Mr. Justice R. L. Kellock in his arbitration award of December 18, 1950, explicitly states so. The same opinion was expressed by Mr. Justice J. D. Hyndman on March 13, 1952, in a Board of Conciliation report dealing with wages and hours of work of employees of the Chateau Laurier at Ottawa.

Because Mr. Justice Kellock and Mr. Justice Hyndman expressed the above opinion does not necessarily mean that it is correct. We cannot disregard the evidence submitted to this Board, which shows very definitely that hotel and railway wages had in actual fact moved together more often than separately, and particularly when wage reductions were involved. The employees therefore have a valid point when they argue that the failure of hotel employees to share in increases given recently to railway employees is definitely a ground of dissatisfaction and opinion expressed in the Majority Report will not contribute anything towards the elimination of this dissatisfaction.

(2) Paragraph 4 of the Majority Report reads as follows:

It has been established that the employees of the Bessborough Hotel have been accorded substantial increases in wages since 1950 and that the average hourly earnings of these employees have increased by 26.1 per cent in that period.

The calculation by the Company that hourly wage rates have risen by 26.1 per cent takes into account the 20 per cent increase occasioned by the reduction in the work week to 40 hours. Removing this from the calculation, however, indicates that take-home-pay (the only matter referred to this Board) has risen only by 6.1 per cent while, according to Government figure, the price index has risen by 12.9 per cent. On the basis of this evidence

alone there is justification for a general wage increase of 6.8 per cent.

(3) Actual compensation, that is, take-home-pay of the Bessborough Hotel employees was, in accordance with the company's own figures, increased by 6.1 per cent since 1950, whereas during this same period wages in hotels generally (as is shown in figures prepared by the Department of Labour Economic and Research Branch) rose by 20.6 per cent. The relative position of Bessborough Hotel employees has therefore deteriorated by 14.5 per cent when compared with hotels generally over all of Canada.

(4) In Paragraph No. 45 of the company's brief they show that the average hourly earnings of Bessborough Hotel employees was 99.2 cents on June 1, 1954, and they indicated to the Board that this average would now be \$1 per hour. In the employees rebuttal they stated that "the lowest hourly labour rate paid by the City of Saskatoon is \$1.13 per hour". It is apparent, therefore, that on the average the Bessborough Hotel employees are 13 cents per hour below the City of Saskatoon lowest hourly rate.

After considering all of the evidence submitted to the Board by both parties, I feel that the employees have established a claim for an across-the-board increase at this time, and as a basis of settling the dispute I would recommend a general wage increase of 6 per cent, which approximates the rise in the cost-of-living price index since they received their last general increase as outlined in number (2) of this report.

Respectfully submitted.

(Sgd.) T. MCGREGOR,
Member.

Report of Board in Dispute between

Jasper Park Lodge (Canadian National Railways)
and

Canadian Brotherhood of Railway Employees and Other
Transport Workers

On the 22nd day of February, A.D. 1955, the Board of Conciliation and Investigation met at the Court House in the City of Edmonton, to hear submissions of the Canadian Brotherhood of the Railway Employees and Other Transport Workers

for a 15-per-cent wage increase across the Board for all of the employees of the bargaining unit. The submission on behalf of the Brotherhood was made by Mr. Allison and on behalf of the Jasper Park Lodge by Mr. Cornforth.

Background of the Dispute

This dispute was dealt with by Mr. G. R. Currie, the Conciliation Officer, on the 11th day of November, A.D. 1954, but the parties at that time were unable to reach an agreement. Consequently the Board of Conciliation and Investigation was appointed, consisting of Mr. S. H. McCuaig, of the City of Edmonton, in the Province of Alberta, and Mr. J. L. MacPherson of the City of Calgary, in the Province of Alberta, and Mr. Alexander Dubensky of the City of Edmonton, in the Province of Alberta (*Chairman*). Originally the Brotherhood based their claim for a 15-per-cent wage increase on the basis that the employees of Jasper Park Lodge should be regarded in the same category as railway employees generally. It was on this basis that the Jasper Park Lodge prepared their brief. However, at the hearing of the dispute the Brotherhood abandoned this view and proceeded on the grounds that a 15-per-cent wage increase was justified because the rates paid to the Jasper Park Lodge employees lagged behind the prevailing rates for similar classification. As a result of this change on the part of the Brotherhood, the employer's brief to a large extent did deal with the issues as set out in the employees brief. This matter was clarified at the outset of the hearing and the employers' representatives stated that they were prepared to meet the Brotherhood's brief without the necessity of adjoining to reconsider their position.

Classification of Employees

The employees of the Jasper Park Lodge total approximately 55 people of various classifications, such as, plumbers, electricians, steam fitters, carpenters and labourers. Due to the fact that these people are employed in an enterprise which is unique, it was difficult to resolve their problem. These people are employees of the Dominion Government and as such are restricted to a certain extent in their methods of enforcing and carrying out their wage demands. People in that category are usually referred to as "prevailing rate employees". It was therefore necessary to find suitable comparisons in order to determine whether or not the rates of pay "prevailing rate employees" was in fact lagging behind. All parties agreed that it was difficult to prepare a suitable comparison for this purpose. It was contended by the employers that on the first day of November, A.D. 1953, a 40-hour week was adopted by the Jasper Park Lodge, which reduction in working hours meant an increase in payroll of 10.4 per cent. This

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Jasper Park Lodge, Alberta (Canadian National Railways).

The Board was under the chairmanship of Alexander Dubensky, Edmonton, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Stanley H. McCuaig, QC, Edmonton, and J. L. MacPherson, Calgary, nominees of the company and union respectively.

The text of the report is reproduced below.

percentage increase was then applied to the table contained on page nine of the employees brief which showed that Jasper Park employees fell into the category of a group which was paid a higher rate of wage than the majority of the employees referred to in this table. Mr. Allison's contention was that the adoption of the 40-hour week, although it showed a percentage increase in the payroll, did not on the other hand increase the take-home pay of the employees. It is the opinion of the Board that although the adoption of a shorter working week is a real benefit it is not accurate to say that it is an increase in the take-home pay. The employees were unable to produce any comparison to show conclusively that the wages of the employees at Jasper Park Lodge were out of line with the prevailing rates. The table prepared by the employees did not take into account the working conditions of Jasper Park employees, which differ considerably from the examples produced by the Brotherhood. Firstly, the employees at Jasper Park Lodge during the operating season receive free meals and lodging, which for income tax purposes is valued at \$29.50 per month. Secondly, that for the period of time which the hotel is not in operation the employees continue to receive free lodging but pay a nominal sum of \$1.50 per day for their meals.

It also became apparent during the hearing that the percentage of labour turnover was very low and the Board is of the opinion that this low percentage indicates that the employees are satisfied with the working conditions and the rates of pay. The Board is of the opinion that the employees are individuals and as such have freedom of mobility and even though some of the classifications are in demand in other industries, yet these employees have chosen to remain, which again indicated to the Board that the work force is stable due to the wages and working conditions.

Decision

The Board is unanimous in its decision that a 15-per-cent increase in wages across the Board is not warranted at this time for the following reasons:—

(i) The rates are not out of line with the prevailing rates when the perquisites enjoyed by these employees are taken into account.

(ii) The percentage of labour turn-over is low, indicating satisfaction on the part of the labour force.

(iii) That there was no evidence produced by the employees to substantiate a 15 per cent wage increase.

All of which is respectfully submitted.

(Sgd.) A. DUBENSKY,
Chairman.

(Sgd.) J. L. MACPHERSON,
Member.

(Sgd.) S. H. MCCUAIG,
Member.

Report of Board in Dispute between

Vancouver Hotel Company Limited (Canadian National
Railways-Canadian Pacific Railway Company)

and

Canadian Brotherhood of Railway Employees and
Other Transport Workers

The Board of Conciliation in the above dispute, having been appointed under your hand and seal the 27th day of December 1954, having heard the parties and having considered the issues in dispute, begs leave to report its findings and recommendations.

The proceedings concern the Vancouver Hotel Company Limited and its employees, except those in the occupational classifications set out in Article 1 of a collective agreement dated 24th November 1953 between the Vancouver Hotel Company Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The issues before the Board of Conciliation were requests by the Union for:—

- (1) a 15 per cent increase in rates of pay for all employees covered by the agreement;
- (2) eight statutory holidays with pay for both monthly- and hourly-rated employees (the monthly-rated employees presently receive seven such holidays; the hourly-rated employees receive none);
- (3) an increase in the annual vacation program whereby vacations would be available as follows:
 - (a) one day's vacation per twenty-five days of service or major portion thereof during the first year of service;
 - (b) after the first year's and until the completion of ten years' service, ten consecutive working days;

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Vancouver Hotel Company Limited (Canadian National Railways-Canadian Pacific Railway Company).

The Board was under the chairmanship of Prof. A. W. R. Carrothers, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and George Home, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Home. The minority report was submitted by Mr. Robson.

The texts of the majority and minority reports are reproduced below.

- (c) after ten years' but less than fifteen years' service, fifteen consecutive working days; and
- (d) after fifteen years' service, twenty consecutive working days;
- (4) eighteen days' pay per year for time lost on account of sickness, unused sick leave to be cumulative from year to year up to a total of sixty days;
- (5) inclusion within the scope of the agreement of certain classifications now excluded; and
- (6) adjustment of rates for bartenders.

(1) *Wages*

The case for a 15 per cent across-the-board wage increase was based on the following arguments: (a) although there have been wage adjustments there has been no general wage increase to the employees of the Hotel Vancouver since 1950; during the period 1950-1953 rates for hotel employees generally increased by 20.6 per cent and prices of consumer goods rose 10.2 per cent from an index of 105.9 to 116.7 (October figures); (b) because the Hotel Vancouver is the only first-class hotel in Vancouver offering a wide range of superior services, its employees can expect to lead the field and enjoy a differential in wages over the rates paid in other hotels in the areas; the differential once enjoyed (e.g. 1948) has shrunk and in some job classifications has disappeared; (c) the wage changes for Hotel Vancouver employees have not kept pace with those paid to fellow employees on the railways of the parent companies; (d) the hotel business in Vancouver has shown improvements in 1951 and 1952 over 1950; and (e) other hotel employees in Vancouver have enjoyed wage increases this year (10 per cent effective 1st August 1954).

The case for a maintenance of wage rates was based on the following arguments:

(a) the annual cost of the requested wage increase to employees covered by the agreement would be about \$191,000 and to all employees would be about \$218,000;

(b) the wages and working conditions of hotel employees have no connection or comparability with the wages and working conditions of railway employees; the rates of wages in the Hotel Vancouver ought not to be tied to the rates of wages for non-operating railway employees and have not been so tied since 1950;

(c) the rates of pay of hotel employees are properly comparable only with those of other hotel employees in the area, with whom the employees of the Hotel Vancouver generally compare favourably;

(d) wage adjustments of 5.4 per cent of the payroll affecting about 90 per cent of the employees in 1951, and wage adjustments of 3.8 per cent in 1952 and .36 per cent in 1953, together with the adoption of the 44-hour week in 1952 and the 40-hour week in 1953, have resulted in a 17.7 per cent increase in the annual payroll rate prior to 1st December 1951;

(e) the Consumer Price Index has risen only from 115.4 in July 1953, the date of the agreement being renegotiated, to 116.8 in September 1954.

The fundamental difficulty in evaluating and reconciling the various arguments of the parties is that there is no clear basis of comparison by which a fair wage for the employees of the Hotel Vancouver may be determined; each party advanced rational bases of comparison favouring its interests: in all reference was made to wages, hours and working conditions in manufacturing, in the hotel industry both local and national, in laundries, in restaurants, and in the non-running railway trades. The problem is aggravated by such factors as the fact that some employees are in receipt of gratuities in varying and undetermined amounts, some employees receive one to three meals a day either without charge or at a nominal charge, some employees receive free lodging, pension benefits are available, and employees who meet the service qualification are entitled to free railway transportation. Any conclusion respecting a fair rate of wages depends on the selection of premises; and although the arguments advanced by each party have validity none provides an irrefutable basis for determining a fair wage.

As to the union's arguments: (a) the general level of wages at the Hotel Vancouver has increased since 1950 by 9.56 per cent after a 4 cent statutory wage increase of that year, and the work week has been cut by 16.7 per cent; (b) although the Hotel Vancouver offers certain exclusive services it must compete for patrons for many of its services within the hotel industry in Vancouver; (c) since 1950 arbitrators and conciliators have consistently separated hotel employees from railway employees; (d) the profit picture of the Hotel Vancouver is as follows (information filed by the employer):

	Return on Investment
1946.....	2.37
1947.....	3.11
1948.....	1.70
1949.....	2.34
1950.....	1.67
1951.....	2.27
1952.....	3.29
1953.....	3.50
1946-1953 (average).....	2.53;

these figures exclude interest on investment; (e) although wage increases were gained by other hotel employees in Vancouver in 1954 wages in the Hotel Vancouver are generally above the average level of wages in Vancouver hotels.

As to the employer's arguments: (a) the calculation of the annual cost of the requested wage increase was not questioned by the union and is not questioned here; (b) the employees as a matter of fact are employed by a company owned by the railways; and the rates of wages of hotel employees were at one time "tied" to railway rates and hotel employees presently enjoy certain "railway" benefits such as pension plan, medical plan and railway transportation privileges; (c) the quality of service and services in the Hotel Vancouver in significant aspects is either higher than or not comparable with that in other hotels in Vancouver; it is a matter of conjecture as to the extent to which that quality is attributable to the occupants of the various job classifications; (d) although since 1950 there have been wage adjustments, notably in 1951 and 1952, and the work week has been shortened from 48 hours to 40 hours, there has been no over-all wage increase since 1950; and (e) the Consumer Price Index figures are not questioned.

After considering the evidence and arguments of the parties, both written and oral, and after deliberating, we recommend that the rate of wages in all classifications be increased 3 per cent as being fair in all the circumstances put before the Board.

(2) *Statutory Holidays*

We recommend no change in the provisions for statutory holidays for either the monthly-rated or hourly-rated employees.

(3) *Vacations*

(a) We recommend that the vacation entitlement of all employees with less than three years' service be governed by the provisions of the British Columbia Annual Holidays Act RSBC 1948, c. 13 as amended, in order that the employees of the Hotel Vancouver may have the same vacation privileges as employees of other hotels in British Columbia governed by the Annual Holidays Act.

(b) We recommend that employees with three years' and up to fifteen years' service receive two weeks' (ten consecutive working days') vacation per year.

(c) We recommend that employees with fifteen years' service or over receive three weeks' (fifteen consecutive working days') vacation per year.

(4) *Sick Leave With Pay*

We recommend no sick leave program.

(5) *Inclusion within the Scope of the Agreement of Certain Classifications now Excluded*

We understand that the scope of the agreement may be enlarged to include classifications now excluded either by the alteration by the Canada Labour Relations Board of the description of the unit in the certificate of bargaining authority of the union or by the parties agreeing to the inclusion in the agreement of the classifications in question. We therefore make no recommendation respecting the inclusion within the scope of the agreement of certain classifications now excluded.

(6) *Adjustment of Rates for Bartenders*

We recommend that the wage rate for bartenders be raised to the general going rate of wages for bartenders in the hotel industry in the Vancouver area.

Dated at Vancouver, B.C., this 10th day of March 1955.

(Sgd.) A. W. R. CARROTHERS,
Chairman.

(Sgd.) GEORGE HOME,
Member.

MINORITY REPORT

SIR:

The union placed six requests before the Board—

1. For a general wage increase of 15 per cent.
2. For additional statutory holidays with pay.
3. For improved vacations with pay.
4. For accumulative sick leave, with pay.
5. For the inclusion within the scope of the agreement, of certain classifications now excluded.
6. Adjustment of bartenders' rates.

All members of the Board have agreed on the recommendations concerning items 2, 4, 5 and 6 above. I find myself in disagreement with the majority of the Board in regard to items 1 and 3, and recommend as follows:—

Wages

The union's main contention was that in the last four years the differential between the wage rates paid at the Vancouver Hotel and other hotels in the Vancouver area has been diminished. The Company, on the other hand, contends that there are not now, and never were, grounds for the existence of a differential between this hotel and other hotels in the area which supply first-class accommodation, and that if a differential has existed, it arose out of the maladjustment created by the settlement

that was reached with the union in 1948. The Company placed figures before the Board showing the earnings of certain employees of the Vancouver and Georgia Hotels, who perform comparable duties. In almost all of those cases where a comparison could be drawn, the rates paid at the Vancouver Hotel were in excess of those paid at the Georgia Hotel. Of the 309 employees at the Vancouver Hotel who performed duties which were comparable to those performed by employees employed at the Georgia Hotel, the average wage rates of employees of the Vancouver Hotel (including value of lodging and meals) was approximately \$7 per month in excess of the rates paid at the Georgia Hotel. In addition, the employees of the Vancouver Hotel enjoy other benefits which are not available to employees of the Georgia Hotel. Evidence was also filed with the Board to show that between 1946 and 1953, the average return on capital invested and employed by the Vancouver Hotel Company Limited was 2.53 per cent. The year 1953 was the most favourable year reported and in that year the return to the Company was 3½ per cent. It should be obvious that this is a very modest return on the moneys invested in this hotel. The union argues that, because the Vancouver Hotel is the largest hotel in the area and provides the most extensive and elaborate facilities, it therefore attracts employees of a higher skill than do other hotels in the area. Because of this, the union argues that Hotel Vancouver employees should be paid a higher rate of pay. This is not a convincing argument because if it is carried to its logical conclusion, it would result in wage rates varying up and down with the cost and extent of the hotel facilities provided. The employer answered this argument by saying that it has no difficulty in obtaining employees suitable to its needs. Under these circumstances, and because the wages paid by the employer in this instance already exceed those paid by other first-class hotels in the area, I recommend no general wage increase at this time.

The union contends, however, that in some instances the rates paid at the Vancouver Hotel are less than the corresponding rates paid for the same duties at the Georgia Hotel, or where there is no direct comparison with the Georgia Hotel, below the rates paid in comparable outside industry. I therefore recommend that, where these inconsistencies do occur, the union and the Company negotiate with a view to bringing the wages of these employees at the Vancouver Hotel into line with the rates paid at the Georgia Hotel, or where there is no direct comparison with the Georgia Hotel, into line with the wages paid in comparable outside industry.

Vacations

The union placed before the Board a request that the vacation program be improved by granting a third and fourth week of vacation with pay, and by improving the provisions of the present contract relating to the one- and two-week vacation periods. I join with the majority of the Board in recommending that the first week of vacation be governed by the provisions contained in the British Columbia Annual Holidays Act and that suitable phraseology be incorporated in the present contract to give effect to this recommendation. I also concur in the recommendation of the majority of the Board that the two-week-vacation privilege (10 consecutive working days) be extended to employees after the completion of three years' service with the Company, instead of after five years as is now provided by the contract. I do not agree, however, with the majority recommendation that three weeks' vacation be granted after fifteen years of service. Other employees engaged in the hotel industry in Vancouver do not receive the third week of vacation and in only a minority of cases is it found in other industries. Under these circumstances, I recommend against granting this request at this time.

Respectfully submitted this 9th day of March, A.D. 1955.

(Sgd.) C. GEORGE ROBSON,
Member.

An analysis by the National Industrial Conference Board of the membership of the 123 AFL and 30 CIO unions that will be united in the proposed merger of the two federations shows that 67 per cent of the total membership belong to unions that are either industrially organized or that combine craft and industrial unionism. The remaining 33 per cent are in strictly craft organizations.

Report of Board in Dispute between

Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Regions) and Brotherhood of Locomotive Firemen and Enginemen

The Report of the Board of Conciliation and Investigation constituted under date of April 7, 1954, for the investigation of the above-mentioned dispute is respectfully set forth as follows:—

The dispute between the parties falls into three sections. The first of these contains ten proposals of rule and rate changes; and the second is an Appendix to those ten proposals. This Appendix itself comprehends several changes in the working rules existing between the parties. The foregoing are all from the union. The third section is a submission by the company and it contains a number of proposals for changes in rates and rules.

The Board held several meetings with the parties in the month of June 1954, some at Montreal and some at Ottawa. Each party to the dispute fully and forcefully presented its views. It shortly developed that the collection of proposals contained in the Appendix were, in the eyes of the employees, of prime importance. It became clear, also, that the changes desired, as set forth in the Appendix, were such as to affect the working conditions of locomotive engineers in the employ of the company; and the engineers, of course, were not represented before the Board. The company took the position with respect to these Appendix proposals that it would be satisfied with whatever arrangement might be effected between the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen. Since, however, the engineers were not represented before this Board, it was difficult to see how the two bodies of employees could be got together to effect a settlement. The company and the Brotherhood of Locomotive Engineers were under agreement with each other with respect to the very matters dealt with in the Appendix and this agreement was to remain in effect until November 1, 1954.

At the conclusion of the several meetings in June, referred to above, the representatives of the employees herein agreed that the proceedings before this Board be suspended until such time as the above-mentioned agreement between the company and the Brotherhood of Locomotive Engi-

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Locomotive Firemen and Enginemen, and the Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Region).

The Board was under the chairmanship of the Hon. Mr. Justice Ralph Maybank, Winnipeg, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and the Hon. A. W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The text of the report is reproduced below.

neers be re-opened, and the company agreed that it would then make the Appendix proposals the subject of negotiation between it and the Brotherhood of Locomotive Engineers. It was understood that the Brotherhood of Locomotive Firemen and Enginemen would be brought into such negotiations so that the two unions might effect a settlement mutually satisfactory with respect to the matters contained in the Appendix. Accordingly, the whole dispute referred to this Board was left in abeyance until the Brotherhood of Locomotive Firemen and Enginemen should report relative to its success, or otherwise, in arriving at an agreement with the Brotherhood of Locomotive Engineers.

In due course, the agreement between the Brotherhood of Locomotive Engineers and the Canadian National Railways was opened for the negotiation of certain proposed changes, and, in particular, for consideration of the changes proposed in the Appendix. As a result, these three parties met together from time to time—sometimes all of them, and sometimes just the two unions—and, as a result of their talks, all differences relating to the proposals in the Appendix were resolved. Your Board thinks it unnecessary to set down in detail the settlement thus arrived at between these three parties, considering it sufficient to say that the Board was relieved of the necessity of giving any further consideration to the Appendix proposals.

Under date of January 21, 1955, Mr. W. E. Gamble, Vice-President of the Brotherhood of Locomotive Firemen and Enginemen, and Chairman of the Negotiating Committee of his union, advised the Board Chairman of the above-mentioned settlement and requested that the Chairman should reconvene the Board to deal with the other proposals which had been submitted to the Board by the employees and by the Company, respectfully. Pursuant to Mr. Gamble's request, the Chairman arranged to reconvene the Board, but, after discussions with his colleagues, he sought first to persuade the parties to meet together again to see whether or not they might try by direct negotiations be able to settle the several points of difference between them. As a result of successive interviews in Montreal with the parties, arrangements were made for further direct negotiations between them, and between the 16th day of February 1955 and the 8th day of March 1955, the parties met together in negotiation practically every day. Unfortunately they were unable to accomplish complete agreement but it would seem from the information given to your Board that they came very close to doing so. However, it became necessary for the representatives of the company and employees, respectively, to telegraph to the Chairman of the Board as follows:

1955 Mar 8

Montreal Que

Hon Mr Justice Ralph Maybank

Court of Queen's Bench

Judge's Chambers Law Courts WPG

As suggested by you the representatives of the Brotherhood of Locomotive Firemen & Enginemen and the Canadian National Railways commenced meetings on February 23rd in an endeavour to reach agreement on the outstanding issues now before the Board of Conciliation under your Chairmanship.

Since that time we have had a number of meetings but failed to agree. In accordance with our understanding with you the matter is now returned to the Board of Conciliation for further handling.

W M Armstrong

W E Gamble

The Chairman reconvened the Board immediately for March 9 at 2:30 p.m. in Ottawa, and the Board with all parties present met here that day to receive a report from the parties and to make such endeavours as might be possible to bring the parties into agreement. Regrettably the Board did not succeed, and hence the necessity of the recommendations now to be made.

The actual points of dispute between the parties are as follows:—

The employees ask that the various agreements between them and the company should be amended as follows—

1. Basic rates of pay in all classes of service shall be increased by \$1.35 per day or 100 miles.

2. A rule to provide for the payment of one and one-half times the regular rate for work performed on statutory holidays in all classes of service.

3. Establish a separate rate for way-freight and snowplough service, to be \$1 above the corresponding freight rate.

4. A guarantee of 3,200 miles for all regular assignments home stationed at outpost terminals.

5. Amend the existing agreements to provide for the following:

(a) One hundred miles or less, six hours or less, to constitute a day in freight service.

(b) One hundred miles or less, four hours or less, to constitute a day in passenger service.

The foregoing proposed change will set the hourly mileage for passenger service at 25, and 16½ for freight service.

6. Amend the current "Vacation with Pay Agreement" to provide for vacation periods on the following basis—

1 to 3 years' service—7 days' vacation

3 to 10 years' service—14 days' vacation

10 to 15 years' service—21 days' vacation

15 years or more service—28 days' vacation

on the basis of one day's pay for each vacation day.

7. Applicable to yard, hostling, and other hourly-rated services—

(a) A five-day week with no loss in take-home pay.

(b) A guarantee of five days pay per week.

(c) Two assigned consecutive days off each week.

(d) Payment of time and one-half if used on the regular days off.

(e) Establish differentials of 5 cents for the second shift and 9 cents for the third shift.

8. *Proposed New Rule:* All complaints against employees covered by this contract must be made in writing and the employee concerned must be given a copy of the complaint. Verbal complaints will not be entertained.

9. *Proposed New Rule:* Firemen used as emergency engineers will be guaranteed at least the same compensation that they would have received on their firing assignments.

10. *Proposed New Rule:* Employees represented by the B. of L.F. & E., who are required to undergo examinations for any purpose, or attend instruction classes, will be paid for time so occupied on the following basis:—

- (a) for continuous service after a tour of duty—payment for time so occupied at the rate of pay covering last service performed;
- (b) for continuous service before starting a tour of duty—payment from time required to report for the examination or class until payment starts for tour of duty;
- (c) when required to attend examinations or instruction classes during off duty hours—payment shall be made for all time so occupied, with a minimum of four hours, at the minimum passenger rate.

In addition to the above points, there are the proposals made by the company as already mentioned. It is unnecessary at the moment to set these in detail. We will deal with the above several points in order, with the exception of *No. 7*, which we will leave until the last.

As to above *Points No. 1* and *No. 2*, the Board does not feel that it can recommend the changes requested by the employees.

As to *Point No. 3*, it may be remarked that since the time of the McAdoo Award a bonus, commonly called a differential, has always been paid for wayfreight and snowplough service over and above the rate paid for through-freight service. The McAdoo Award fixed this at 40 cents per hundred miles. Expressed as a percentage differential this sum was between 8 and 9 per cent. In the intervening years, there have been rate increases which were always applied to the basic rate, i.e., the through-freight rate, but the differential was left at 40 cents. The result has been that whereas 40 cents represented a differential of between 8 and 9 per cent at the time of the McAdoo Award, it has come to be a differential of only between 3 and 4 per cent today. The men feel that the percentage difference should be maintained. If this were done, an increase bringing the differential up to a figure in the neighbourhood of 80 cents to 90 cents per hundred miles would have to be paid. It is also the claim of the Brotherhood that the new rate should be retroactive to February 16, 1954, the date of the agreement between the parties being opened; and the company points out that the recalculation of wage

payments necessary as a result of applying this sort of rate change retroactively would be an extremely complicated and onerous proceeding.

While cogent argument in favour of their claims has been made by the employees, still it must be borne in mind that trainmen on both the Canadian National and Canadian Pacific Railroads enjoy a differential of only 45 cents per hundred miles and the engineers on both roads also have a differential based on the same principle. Hence to grant the Brotherhood's request in this particular application would throw Canadian National Railway firemen's wages rather sharply out of line with their brethren on the Canadian Pacific Railway and with allied or similar crafts on both roads. For this reason, and also because of other recommendations to be made hereunder, the Board recommends that the wayfreight-snowplough differential be increased to 45 cents without retroactive application.

As to *Point No. 4*, it appears to the Board that there is probably a number of places in respect to which a special arrangement ought to be worked out between the men and the company, but the Board is of the opinion that it would be better for the parties to deal with these places individually, rather than to write any general rule such as is suggested in this *Point No. 4*, and we would recommend that the parties make specific collateral agreements between themselves relative to those points.

The Board does not recommend the adoption of the men's proposal in *Point No. 5*.

As to *Point No. 6*, the Board recommends that vacation periods be on the following basis—

After 1 year's service—1 week's vacation
After 3 years' service—2 weeks' vacation
After 15 years' service—3 weeks' vacation

It should be noted that "week" means 5 days when applied to men in yard service, and 6 days when applied to men in road service; this definition being based on the presumption that a fireman in yard service will normally work a 5-day week. The Board recommends that this clause in the agreement be effective as of January 1, 1955.

As to *Point No. 8*, your Board agrees that in all instances of serious complaint, the accused should be furnished with particulars in writing and the Board accordingly recommends a clause as follows in the prospective agreement:

Complaints against Firemen (helpers), Hostlers, and Hostler-Helpers.

Complaints made against Firemen (helpers), Hostlers, and Hostler-Helpers that might result in an investigation must be in writing and the employee concerned must be furnished with a copy; verbal complaints will not be entertained.

With respect to Point No. 9, the Board is not prepared to recommend a rule with respect to emergency engineers; the Board recommends that the railway management arrange with the Brotherhood of Locomotive Engineers to maintain a sufficient number of engineers on the working lists to handle the business offering without calling upon firemen whom they designate as emergency engineers; except, of course, in cases of actual emergency.

As to Point No. 10, the Board was assured by the management that the men's complaint as to an excessive number of instruction classes and examinations can be overcome. On the understanding that appropriate steps will be taken, the Board refrains from a specific recommendation.

The men's Proposal No. 7 (a) to (e) is generally referred to simply as "the 5-day week proposal". It has seemed to be the thorniest or most difficult problem in this whole dispute. Particularly is this true of sub-proposal (a), "a 5-day week with no loss in take-home pay". There is no difficulty in principle about the proposal. Both parties are agreed that the applicants here should enjoy the 5-day work-week and that they should not suffer a loss of total pay by its institution. Employees of the Canadian National Railways engaged in similar work already have been enjoying the working condition of a 5-day week, etc., for a considerable time, as have also those of the Canadian Pacific Railway, including on that railroad the firemen themselves. The difficulty between the parties here is twofold. The changeover requires a 20 per cent increase in rate of pay and the parties are not agreed as to the base wage to be taken for the calculation of this 20 per cent. Secondly, they are not agreed as to the effective date of the new rate being paid. The difficulty about the base to be taken for calculation requires some explanation.

As of April 1, 1952, the firemen on the Canadian National Railways received a 12 per cent rate increase and they received a further 1 per cent increase as of February 16, 1953. These increases brought the wage of the typical fireman to \$68.10 per week of six days. The employees claim that it is upon this figure (that is, upon today's earnings) that a 20 per cent increase should

be reckoned since if any other figure is taken they would not be receiving "the same take-home pay". The company, on the other hand, insists that the 20 per cent increase be calculated upon the rate existing before the above-mentioned 12 per cent increase and the above-mentioned 1 per cent increase were given, that is, that the 20 per cent should be calculated upon the rate existing prior to April 1, 1952. The company argues that to do otherwise would throw Canadian National firemen's wages out of line with the wages of their other employees and out of line with wage rates paid by the Canadian Pacific Railway. Naturally, it cannot be disputed that if the rate existing prior to April 1, 1952, is taken for the calculation in question, the employees would receive for a 5-day week something less than they are now receiving for a 6-day week.

In view of recommendations hereafter to be made, the Board would respectfully recommend to the employees that they accept the lesser rate increase resulting from the manner of calculating as proposed by the company, that is to say that they should accept a rate of 20 per cent over the rate prior to April 1, 1952, and forego the rate resulting from calculating 20 per cent upon today's wage rate.

As already indicated, it is realized that acceptance of this recommendation will result in the employees failing to receive fully the same take-home pay for a 5-day week that they have been receiving for a 6-day week. As some compensation for this lack, the Board would recommend that regularly-assigned firemen should be permitted to work one extra day per month at straight time, such extra day's work to be arranged between the various locomotive foremen and local chairmen.

Leaving for the moment the subject of the date when such new rate should become effective, the Board would refer to (b) of Proposal No. 7, the guarantee of five days work per week. The Board feels that it cannot recommend this proposal, but asserts that every endeavour should be made to give to regularly-assigned firemen this minimum of work opportunity each week, and that in the event of such a fireman having his work assignment cancelled on one of his assigned workdays he should be allowed to work a shift on one of his assigned rest days, and that arrangements for this should be worked out locally, i.e., by local chairmen and locomotive foremen, it being understood that the application of this provision must not involve the company in additional expense.

As to 7(c), the matter of two assigned consecutive days off each week, the Board feels that what is asked for is a desirable condition but believes that, in any agreement respecting it, a good deal of give and take might be necessary. The Board understands that a satisfactory agreement respecting this matter is in effect at the present time between the company and its trainmen and recommends that the parties hereto agree to substantially the same agreement with whatever variations may be necessary because of the difference in nature of the work of firemen as compared with trainmen.

As to 7(d), the matter of time and one-half being paid to firemen who are called upon to work on any regular days off, the Board is favourable to this proposal in principle and recommends that the parties agree to the formulation of a rule to carry it into effect. The company should be allowed time to organize work assignments before this feature of an agreement should go into effect. The Board recommends April 24 as the date for it to become effective.

The Board finds it cannot report favourably upon the men's proposal No. 7(e) as to shift differentials and urges that they withdraw same.

It remains to deal with the question of the effective date for the new rate of pay resulting from the adoption of the 5-day week, or, as it is generally expressed, "the question of retroactivity". The employees argue that the new rate should be effective as of February 16, 1954, which is the date of termination of the old agreement, and the intended commencement of the new one. The company is adverse to making any retroactive payment or, in any event, any payment retroactive to a date earlier than January 1 of this year.

It must be borne in mind that the other operating crafts on both the Canadian National and Canadian Pacific Railroads, and also the firemen on the Canadian Pacific Railroad, have been enjoying a 5-day week with consequent higher hourly rates for a considerable time—in all cases a longer time than since February 16, 1954. Thus the Canadian National firemen have been working alongside engineers and trainmen, all of whom are receiving 6 days' pay for a 5-day week, while their rate was relatively much lower.

If wage rate increases were not given retroactive application, an employer would be invited to prolong negotiations. Conversely, if the principle were accepted that such increases should always be applied from the end of the previous agreement, employees would be encouraged to postpone any compromise. No rule of universal application can be adopted. In some cases, the suitable degree of retroactivity may be found in a middle course. In the opinion of the Board, the relevant considerations in this particular case make it appropriate to recommend that the new rate be applied as from February 16, 1954.

In view of the foregoing disposition of the points raised by the employees the Board feels it is unnecessary to review in detail the company's rate and rule proposals and the Board does not recommend these proposals.

All of which is respectfully submitted.

(Sgd.) RALPH MAYBANK,
Chairman.

(Sgd.) A. W. ROEBUCK,
Member.

(Sgd.) T. R. MEIGHEN,
Member.

Report of Board in Dispute between

Chateau Laurier Hotel, Ottawa (Canadian National Railways)
and

Canadian Brotherhood of Railway Employees and Other
Transport Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the Canadian National Railways (Chateau Laurier Hotel, Ottawa) and the Canadian Brotherhood of Railway

Employees and Other Transport Workers was composed of Messrs. H. Carl Goldenberg, QC, Chairman, Martin Levinson, nominee of the union, and Alastair Macdonald, QC, nominee of the employer.

The dispute arises from a request by the union for certain revisions in the

collective agreement between the parties. The matters in dispute are the following demands by the union:—

(a) A reduction in the hours of work to provide a five-day forty-hour work week with no reduction in take-home pay.

(b) Eighteen days' sick leave per year on a cumulative basis.

(c) Fifteen working days' vacation per year for employees with fifteen or more years of service.

(d) Rate adjustments for the positions of "French Polisher" and "Assistant Baker".

(e) Amendment of the special provision affecting seniority in the case of bartenders.

(f) A general wage increase of 15 per cent.

Having heard the representations of both parties and deliberated thereon, the undersigned, constituting the majority of the Board, report and recommend as follows:

1. *Duration of Contract*—The recommendations for the revision of the collective agreement which follow are conditional upon the extension of the duration of the collective agreement, as revised, to July 1, 1956.

2. *Five-day Forty-hour Week*—Considering that the five-day forty-hour week is now the standard work week in the principal hotels of Western Canada and at the Royal York Hotel in Toronto, and considering the relative status of the Chateau Laurier, we recommend that the five-day forty-hour week be introduced and made effective at the Chateau Laurier as from August 1, 1955, with no reduction in take-home pay.

3. *Sick Leave With Pay*—The union's request in this regard is denied. We recommend, however, that the parties consider the possibility of adopting by mutual agreement a health plan on a contributory basis which may be appropriate in the circumstances.

4. *Particular Rate Adjustments*—We do not find ourselves in a position to make any recommendations on the requests for rate adjustments for the positions of "French Polisher" and "Assistant Baker". These are properly matters of detail which should be settled by the parties themselves. We therefore refer these requested adjustments back to the parties.

5. *Vacation*—We are of the opinion that employees who have been in the service of the hotel for fifteen or more years are entitled to a longer vacation and, accordingly, recommend that employees with fifteen or more years of service shall be entitled to fifteen working days' vacation per year with pay, commencing in 1955.

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Chateau Laurier Hotel, Ottawa (Canadian National Railways).

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Alastair Macdonald, QC, and Martin Levinson, both of Ottawa, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Levinson. The minority report was submitted by Mr. Macdonald.

The texts of the majority and minority reports are reproduced below.

6. *Seniority*—The union's request for amendment of Article 6, Rule (c) affecting seniority is denied.

7. *General Wage Increase*—While upward wage adjustments affecting a substantial proportion of the employees in particular classifications have been made by mutual agreement since 1950, there has been no general wage increase since then. Having regard to trends in wages in the past five years and to the statistics on wages submitted by both parties, and having particular regard to the submissions on the financial operations of the Chateau Laurier and to the additional costs involved in some of our other recommendations, we recommend a general wage increase of 3 per cent, retroactive to January 1, 1955.

Respectfully submitted.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) MARTIN LEVINSON,
Member.

Montreal, March 21, 1955.

MINORITY REPORT

The issues which came before the Board of Conciliation for determination were the following:—

1. A general wage increase of fifteen per cent.
2. Three weeks' holidays after 15 years' service.
3. A five-day forty-hour week.
4. Sick leave with pay.
5. Adjustments in rates for the positions of French Polisher and First Assistant Baker.
6. Certain seniority for barmen.

I am glad to say that all members of the Board have reached unanimity on all these issues, with the exception of the first issue, namely, that of a general wage increase, on which I dissent.

With the exception of the first issue, the members of the Board for further clarity have agreed as follows—

2. Three weeks' holidays after 15 years' service (effective for 1955).
3. A five-day forty-hour week commencing August 1, 1955.
4. The duration of the collective agreement to be extended to July 1, 1956.
5. Recommend that the parties consider and discuss a health plan.
6. Refer the Bakers and the French Polishers adjustment back to the Parties.
7. Seniority for barmen to remain as at present.

At the outset of the discussions among the members of the Board, after the hearings, I felt that I should agree with the five-day forty-hour week. Later I suffered some misgivings on this subject as there was evidence before us that this would involve an annual cost of about \$78,000 for the employees covered by the agreement, and an annual cost of about \$86,000 for all employees.

I felt too that a case had not really been made out to show that the five-day forty-hour week has come to the hotel industry in Eastern Canada, the sole exception as I recall the evidence being the Royal York Hotel. However, it does seem to me that the five-day forty-hour week is here to stay and is fast entering into all pursuits of life, and that I should agree to the five-day forty-hour week in this case.

With regret I found myself unable to agree with my colleagues in the matter of a general wage increase. To begin with, the principle of an increase "across the board" seems to me to be wrong, and as has been said so well and so often before now, it can work many injustices and inequalities. It seems hardly necessary to develop or multiply instances. Suffice it to say that the principle should not be applied where, as in this case, the employees receive different treatment, that is to say, that as part of the wage structure some employees get perquisites and some do not; some get board and some do not; and some get board and meals and some do not. May I suggest, with respect, that adjustments in individual salaries considered on the merits of each case would give more just and equitable treatment.

Then the giving of the five-day forty-hour week in itself gives an increase of ten per centum to the employees. It is true, of course, that the "take-home pay" is not increased, but the employee receives ten per cent more per hour for the work which he does and he has more time to himself to devote to other interests, whether financially fruitful or for the purpose of leisure. I did not feel that in this instance and on the evidence before us the employees should have the increase in pay resulting from the five-day forty-hour week, and a further general increase as well and I was mindful too of the heavy additional cost to the employer resulting from the shorter working week.

But apart altogether from these considerations, I felt that no case had been made out for a general wage increase of any kind, on the first issue before us. It seems obvious that an increase should not be granted in the present case, unless it is shown that the employees are not paid equally as well as other employees in similar industries, in the same area, and to my mind that is not the fact.

There was evidence before us to enable us to compare the average earnings of Chateau Laurier employees with those of employees in hotels and restaurants in Ontario as at June 1, 1954. This evidence showed that excluding railway hotels the hourly average earnings for other hotels and restaurants was 73.9 cents. *The average hourly rate of similar employees of the Chateau Laurier covered by the agreement was at the same time 84.2 cents.*

Management claimed no conclusive case for these comparisons, but they are significant.

The Lord Elgin Hotel in Ottawa formed no good basis for comparison of wages and it was claimed that the closest comparable hotel was the Sheraton-Mount Royal in Montreal. That comparison to my mind showed that the general level of wages at the Chateau Laurier is higher than at the Sheraton-Mount Royal. The comparative tables appear at page 30 and 31 of the brief submitted by management, and appear to me to establish the following:—

(a) Comparing 486 employees of these two hotels, in comparable classifications, it appears that the average wage rates including value of lodging and meals at the Chateau Laurier is \$7.61 against \$6.80 at the Sheraton-Mount Royal.

(b) A total of 358 Chateau Laurier employees or 74 per cent of those comparable have money wage rates, per day,

higher than those at the Sheraton-Mount Royal, in addition to other more favourable conditions at the Chateau Laurier.

(c) A further 85 or 17 per cent of Chateau Laurier employees in those classifications, which are comparable, receive more compensation than similar classifications at the Sheraton-Mount Royal, when consideration is given to the value of lodging and meals included in the working contract.

(d) The compensation of the remaining Chateau Laurier employees, numbering 43 or 9 per cent of those classifications which are comparable, are shown to be lower than those at the Sheraton-Mount Royal, but the difference amounts to only a few cents per day.

The employees claimed that they should be treated as though they were railway workers and not as hotel employees, but there is of course high authority against this contention and apart altogether from authority there seems to be no good reason why the ownership of an hotel, by one

type of company as against another, should bring about an increase or decrease in the wages of those doing hotel work, and I see no merit in such an argument.

Not long ago the employees voluntarily entered into a collective agreement and accepted rates of pay effective July 1, 1953, and to continue in force until July 1, 1954. Why should they seek a change in these rates immediately on the expiration of the contract?

The consumer price index has risen only by .6 per cent from 116.2 in September 1953 to 116.8 in September 1954.

The Chateau Laurier employees are to my way of thinking still better paid than any other hotel employees in comparable hotels, and I find the application for increased pay without basis or foundation and I dissent from my colleagues on that issue.

I concur in all the other recommendations of my colleagues.

(Sgd.) ALASTAIR MACDONALD,
Member.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Technical Personnel Quarterly Bulletin

To inform the appropriate professional societies, universities, employment offices, D.V.A. counsellors, and the technical press on matters involving engineers and scientists.

Each issue contains information concerning supply and demand, university enrolment, salaries, geographical distribution, immigration and emigration, etc., within a particular profession for scientific occupational groups.

Free.

Teamwork in Industry (monthly except July)

Promotes labour-management co-operation by recording the activities and accomplishments of labour-management production committees. Contains accounts of the accomplishments of Canadian labour-management production committees in increasing productivity, reducing costs, improving quality and creating better understanding and confidence between labour and management. Also contains reports on labour-management co-operation in the United States, Great Britain and other countries.

Free. (English or French).

Dominion Government Annuities—Descriptive booklet, tables of rates, annual report, etc.
Free. (English or French).

Reports on Labour-Management Production Committees

Industrial Democracy at Work
Partners in Production No. 2
Teamwork in Action
A Stitch in Time
Joint Consultation in Service Industries
Making the Most of Your LMPC
The Foreman and the LMPC
Handbook on Suggestion Plans
Meters, Motors and Men
Co-Operation... Works Here...
Labour-Management Co-Operation Service
What Management Men Say About LMPC
The Labour Representative on an LMPC
Working Together
Duties of a Chairman of an LMPC
Joint Consultation in E.B. Eddy Company.

Free. (English or French).

2 Minutes of Employment Facts (monthly)

A one-page bulletin with a wide subject range covering labour and employment matters.

Free. (English or French).

Canadian Vocational Correspondence Courses

This booklet lists 122 courses which are issued by the province for home study, and which, under joint agreement, are available to individuals in all parts of the country.

Free. (English or French).

Collective Agreements

Collective Bargaining in the Truck Transportation Industry

Union organization in truck transportation much less advanced than in all transportation industry. Unions bargain for only 28 per cent of trucking firm workers, 82 per cent of transportation industry workers

The organization of labour in truck transportation is much less advanced than in the transportation industry generally. An examination of collective agreements filed with the Economics and Research Branch of the Department of Labour shows that unions bargain for about 28 per cent of the workers employed by trucking firms compared with 82 per cent for the transportation, storage and communications industry as a whole. The Branch has record of 77 agreements in truck transportation, covering 11,300 workers.

The section of the motor transport industry studied here comprises what is generally called local and long distance trucking service. Firms included in the analysis are engaged in transportation for hire. Transport employees of firms primarily engaged in other forms of industrial or commercial activity together with employees of motor bus firms were not included.

Labour Unions

The dominant union in this industry is the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC), which represents 9,150 workers under 45 collective agreements. A number of these contracts, particularly among those effective in Ontario and British Columbia, are multi-employer in scope. This union organizes also in other industries but a substantial proportion of its members are employees of the truck transportation industry.

Several other unions represent slightly more than 2,000 truck transport workers distributed in 32 bargaining units. Workers in truck transport do not form a substantial part of the membership of these organizations, whose main activities are in other industries. The Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) has 17 collective agreements covering 900 employees in

Ontario, the Prairies and British Columbia. All but one of these agreements are with individual firms. In Quebec, syndicates directly chartered by the Canadian and Catholic Confederation of Labour represent 450 workers under four agreements. Other unions with agreements in the industry include: The International Association of Machinists (AFL-TLC), the United Automobile Workers (CIO-CCL), and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CIO-CCL).

Employer Units

Collective bargaining on a multi-employer basis was found to be prevalent in the industry. Of the 11,300 workers covered, some 8,400 are included in multi-employer bargaining units. The Teamsters' union represents the workers in most of these multi-employer negotiations. Master agreements of this union are drawn up by union and employers' representatives, and each employer signs a copy of the standard agreement with the union. In British Columbia, about 30 trucking firms negotiate collectively with the union through the Motor Transport Labour Relations Council. In Ontario, three collective agreements cover organized employers in the Toronto, Hamilton and Windsor regions. The Motor Transport Industrial Relations Bureau represents groups of employers in each region. The Automotive Transport Association of Quebec has an agreement with the Teamsters' union covering trucking firms in the Montreal area. In the region of Quebec city a master agreement is also in force, but in this case the workers are represented by a syndicate affiliated to the CCCL. Some 30 employers are represented by the Quebec District of the *Association du Transport Routier du Québec Inc.*, which signs a master agreement for its members.

Employee Unit

Generally speaking, four categories of employees are covered by the collective agreements surveyed: local or city truck drivers, long-distance truck drivers, mechanics, and warehouse employees. The extent of the operations carried on by the employer determines whether workers in all these categories are employed and, consequently, the classifications covered by each agreement. As a rule, one agreement applies to the various categories but in five small bargaining units separate agreements have been negotiated for mechanics.

Size of Bargaining Units

About half of the 77 bargaining units had between 11 and 50 employees. On the other hand, more than half of the 11,300 workers covered were included in four bargaining units.

The distribution of bargaining units according to the number of employees is as follows:

Size of Bargaining Unit	Number of Collective Agreements	Number of Workers Covered
Up to 10 employees	13	100
11 to 50 employees	37	900
51 to 100 employees	11	300
101 to 500 employees	10	2,400
501 to 1,000 employees	2	1,100
More than 1,000 employees....	4	6,000
Totals	77	11,300

The six bargaining units with more than 500 employees and five of the 10 units in the 101-500 employee group were master bargaining units. Each unit is made up of several small and medium-sized and a few large firms. Taken individually, very few of the trucking firms employed more than 500 workers.

Life of Collective Agreements

Nearly three-quarters of the agreements analysed were to remain in effect for a period of one year, but these applied to only one-quarter of the workers under agreement, as shown by the following distribution:

Collective Agreement Effective for	Number of Collective Agreements	Number of Workers Covered
One year or less.....	56	2,800
More than one year, less than two years	4	1,300
Two years	14	5,400
More than two years.....	3	1,800
Totals	77	11,300

TABLE 1.—UNIONS AND COLLECTIVE AGREEMENTS IN THE TRUCK TRANSPORTATION INDUSTRY, BY REGION

Union	Canada		Maritimes		Quebec		Ontario		Prairies		British Columbia	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC)	45	9,150	5	50	7	2,000	7	5,000	13	700	13	1,400
Canadian Brotherhood of Railway Employees and Other Transport Workers (CCCL)	17	900	...	...	...	...	3	300	10	400	4	200
National Catholic Syndicates (CCCL)	4	450	...	...	4	450	...	...	...	...	...	...
Employee Associations	4	600	...	...	2	550	...	...	1	30	1	20
Other Unions	7	200	...	...	...	...	2	120	...	...	5	80
Total All Unions	77	11,300	5	50	13	3,000	12	5,420	24	1,130	23	1,700

The 21 agreements running for periods greater than one year cover some 8,500 or 75 per cent of the 11,300 employees under collective agreements. The large proportion of workers under collective

agreements running for more than one year can partly be explained by the fact that most of the multi-employer bargaining units have collective agreements in the longer term category.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, several wage increases were made obligatory by Orders in Council during February and March. Changes were also made in other working conditions, including hours, overtime, vacations with pay and statutory holidays.

In the furniture manufacturing industry throughout the province, minimum hourly rates were increased by 5 cents per hour in zones I and II, by 10 cents in zone III; regular weekly hours in zones I and II only were reduced from 50 to 48; the regular working week for stationary engineers and firemen remains unchanged at 56 hours.

In the construction industry at Montreal, minimum hourly rates for elevator construction mechanics and helpers in the Montreal and Hull regions were increased by from 6 to 9 cents per hour, making the rate for mechanics \$2.29 per hour at Montreal and \$2 at Hull; in the Quebec

region rates were unchanged at \$1.80 for mechanics. Minimum hourly rates for journeymen electricians at Montreal were increased by 10 cents to \$2 per hour and double time is now paid for work after 1 p.m. Saturday instead of after 5 p.m., as formerly.

In the glass processing industry at Quebec, a revised schedule of minimum rates provides increases ranging from 5 to 7 cents per hour for qualified workers, and 9 to 15 cents for apprentices.

In retail trade at Chicoutimi, the cost-of-living escalator clause was cancelled. A new minimum scale of weekly rates for male and female workers provided for an increase of \$2 per week, and regular weekly hours were reduced by 2½ per week.

In the baking and pastry making industry at Trois Rivières, minimum weekly rates were increased by from \$1 to \$2 per week.

Industrial Standards Act, Nova Scotia

Under the Industrial Standards Act, Nova Scotia, a new schedule in Halifax and Dartmouth now includes a minimum hourly rate of \$1.20 for construction labourers engaged in mortar and plaster mixing, and the operation of pneumatic drills and jack hammers. The minimum rate for labourers, other than specified above, remains at \$1.10 per hour, as

formerly. Double time is now provided for work on Sundays and holidays.

A first schedule for electrical workers at Sydney provided a 40-hour week, and a minimum rate of \$1.55 per hour during regular hours, with time and one-half for overtime work before midnight, double time after midnight and for all work on Sundays and holidays.

Legal Decisions Affecting Labour

Manitoba court holds union not legal entity for purpose of prosecuting company for unfair labour practice. British Columbia court holds that picketing that is illegal can properly be prohibited by an injunction

The Manitoba Labour Relations Act has been held by the Appeal Court in the province not to make a union a legal entity for the purpose of charging a company with an unfair labour practice under the Act.

In dismissing an application to dissolve an injunction against picketing a British Columbia plant in 1953, the British Columbia Supreme Court found that picketing to induce an illegal strike was not protected by the provincial Trade-unions Act.

Manitoba Court of Appeal...

...holds that Labour Board has no jurisdiction to give union consent to prosecute an employer

On March 11, the Manitoba Court of Appeal affirmed the ruling of the Court of Queen's Bench (L.G., July 1954, p. 1020) that a union was not entitled to prosecute an employer for alleged offences against the Manitoba Labour Relations Act since it was not a legal entity.

Chief Justice Adamson gave the Court's reasons for decision. The Manitoba Labour Board had granted the Laundry and Dry Cleaning Workers Union consent to prosecute New Method Launderers Limited in Winnipeg for ten offences against the Manitoba Labour Relations Act. The Court of Queen's Bench granted the laundry a writ of prohibition to prevent a police magistrate from proceeding to hear the charges and the union now appealed from that judgment.

The Court of Appeal held that the Board had no jurisdiction to give the union consent to prosecute. The Chief Justice stated that it had long been established that a number of unincorporated individuals could not be a party to judicial proceedings in the name of their club, union, or association. The appellants submitted that the Manitoba Labour Relations Act gave unions legal status to do anything under the Act that may be done by an individual. His Lordship quoted Section 46(1) of the Act, which reads:

A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union, and for the purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person...

In the Chief Justice's opinion, this specific provision as to when a union may be a party in legal proceedings negated the submission that the intention of the Act was to make trade unions legal entities for all purposes of the Act. This interpretation of similar statutory provisions had been given in *International Ladies Garment Workers Union v. Rothman* (L.G., 1941, p. 724) and in *Canadian Seamen's Union v. Canada Labour Relations Board* (L.G., 1951, p. 697).

The Chief Justice noted the provision in Section 41(1) of the Act that a person claiming to be aggrieved by an alleged violation of the Act could make a complaint in writing to the Minister, who could then require the Board or an industrial inquiry commission or a conciliation officer to investigate. His Lordship emphasized that the purpose of the Act was to promote conciliation and peace, not conflict and prosecutions. He considered that to hold by implication that the Act gives unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act. Because of considerations of public policy and the purpose of the Act, third parties who had no direct interest in the subject matter of the litigation should not be permitted to promote litigation. It followed that the consent to prosecute required by Section 47(1) of the Act should be given by the Board only to the aggrieved person and not to some third person.

Another objection to the prosecutions was that the informations were sworn by Emil

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Walterson, who did not have the consent of the Board as required by Section 47(1). A consent given to one party did not authorize another party to prosecute.

The Court accordingly dismissed the union's appeal from the earlier judgment. *Re Walterson and Laundry and Dry Cleaning Workers Union and New Method Launderers Limited* [1955] 14 WWR (NS) 541.

British Columbia Supreme Court...

... continues injunction restraining picketing to persuade employees to strike contrary to ICA Act

In a decision given by the British Columbia Supreme Court on November 12, 1953, but only recently reported, it was held that picketing to persuade employees to strike illegally was not protected by the British Columbia Trade-unions Act and could properly be prohibited by injunction.

The judgment was handed down by Mr. Justice Coady. The plaintiff, who operated a planing mill and lumber yard employing about 12 men, had a collective agreement for a term of one year with Local No. 1-424 of the International Woodworkers of America (CIO-CCL), the certified bargaining agent for his employees. The union was the bargaining agent for the employees of other lumber operators in the district. After the agreement expired on August 31, 1952, negotiations for a new agreement were carried on between the Interior Lumber Manufacturers Association, representing about 40 employers, and the District Council of the union, representing the local unions which were bargaining agents for the various units of employees. His Lordship inferred from the material filed before him that if the negotiations had resulted in a new collective agreement a separate contract would have been entered into by each employer with the bargaining agent for his employees, as had been done previously. However, bargaining was unsuccessful. A conciliation officer and later a conciliation board were appointed under the British Columbia Industrial Conciliation and Arbitration Act.

The conciliation board issued majority and minority reports on October 11, 1953. Neither the Association nor any of its members either accepted or rejected either report. The union rejected the majority report on October 22 and supervised strike votes were taken in most of the different units. The vote of the plaintiff's employees was against a strike. The men in another sawmill in the same town, the Quesnel Sawmills Ltd., voted for a strike and

promptly went out on strike. In spite of the vote of the plaintiff's employees against a strike, Local 1-424 set up a picket line adjacent to the plaintiff's premises. The pickets were the striking employees of the Quesnel Sawmills Ltd.

The plaintiff company obtained an injunction on October 27 to restrain the union from conducting or attempting to conduct an illegal strike, from watching and besetting, from causing a nuisance adjacent to or in the vicinity of the plaintiff's premises, and from inducing or attempting to induce the plaintiff's employees from fulfilling their lawful contracts with the plaintiff. Counsel for the defendants then applied to dissolve the injunction, or alternatively to modify it so that peaceful picketing could be continued. He had no objection to an injunction to restrain excessive or obstructive picketing.

Mr. Justice Coady considered that it was clear that the purpose of establishing the picket line was to persuade the plaintiff's employees to break their contract of employment by refusing to work, which was an unlawful act. He considered also that by this unlawful act the union was endeavouring to persuade the plaintiff's employees, who had voted against a strike, to go on strike contrary to the provisions of the ICA Act. The Act provided that no employees could strike until a vote had been taken and a majority of employees who voted were in favour of a strike. In the circumstances a strike by the plaintiff's employees would be unlawful, and the attempt by the union to persuade them to commit this unlawful act was also unlawful.

If picketing was permitted the employees would be faced with a dilemma: to pass the picket line would be interpreted as disloyalty to the union and not to pass would be to strike contrary to the ICA Act.

Counsel for the union relied on Sections 3 and 4 of the British Columbia Trade-unions Act, which protect unions and their agents from injunctions or actions in damages to prevent them from communicating facts respecting employment, from endeavouring to persuade any person at the expiry of any existing contract not to renew it, from publishing information with regard to a strike or lockout or other grievance or trouble, and from urging persons not to seek employment in the locality affected by the trouble or from purchasing products of the employer concerned.

His Lordship did not think that these provisions applied in the circumstances of this case, where the purpose and act of the

defendants was unlawful in itself. The purpose was not to convey information but to induce a breach of contract and there was no "labour grievance or trouble" in the plant.

Further, the information conveyed by the defendants was not true. A placard stated that the operation was on strike, and the same untrue information was given verbally by some of the pickets. While this information could not be expected to deceive the employees, it was no doubt intended to influence them, and it would seem to have been intended to deceive the public and to persuade customers and others against doing business with the plaintiff.

Mr. Justice Coady distinguished the case from the *Aristocratic Restaurants* case (L.G., 1951, p. 371 and p. 1553). In that case the information conveyed was true, the object was to further the interests of the union, and while the picketing extended to units of the employer other than the unit where the labour grievance or trouble arose these other units were under the same control, operation and ownership, and further the act of the defendants was not unlawful.

The Court dismissed the union's application and continued the injunction. *Pacific Western Planing Mills Ltd. v. International Woodworkers of America (CIO-CCL) Local Number 1-424 et al* [1955] 1 D.L.R. 652.

Recent Regulations under Provincial Legislation

Alberta adds servicing, and sale and servicing, of machinery to the schedule of industries covered by Workmen's Compensation Act. Rates for living allowances that may be paid apprentices set in Newfoundland

The Alberta Workmen's Compensation Board has added the industry of servicing and the sale and servicing of machinery to the schedule of industries to which the Workmen's Compensation Act applies. Under the Apprenticeship Act in Newfoundland, the rate has been set for living allowances which may be paid to apprentices under contract during the time they are taking the required technical course. The regulations setting out the qualifications of inspectors under the Ontario Operating Engineers Act were amended to permit certificates under the Boilers and Pressure Vessels Act to be accepted as proof of competency. Safety rules for operation of gas and oil wells in Saskatchewan were amended in respect to fire hazards.

Alberta Disabled Persons Act

Alberta has entered into an agreement with the federal Government to share payment of \$40 monthly pensions to needy persons over 18 years of age who are totally and permanently disabled. The agreement, gazetted February 28, is similar to the one recently entered into by Saskatchewan (L.G., Feb., p. 189) and was made retroactive to January 1, 1955, by the Disabled Persons Act passed by the provincial legislature this year.

Disabled persons' pensions have been available to Alberta residents over 21 years of age since 1953 under the Disabled

Persons' Pensions Act and regulations (L.G., 1953, pp. 1180 and 1801; Sept. 1954, p. 1305 and Oct. 1954, p. 1465) but this legislation did not meet the requirements of the federal Disabled Persons Act governing agreements with the provinces.

Alberta Workmen's Compensation Act

The industry of servicing and the sale and servicing of machinery were brought under the Alberta Workmen's Compensation Act with effect from January 1, 1955. Notice of the addition to the schedules to the Act was gazetted February 28.

Newfoundland Apprenticeship Act

Living allowances have been set for apprentices in Newfoundland for the period during which they are taking the required course of technical instruction related to their trade.

The rates for single apprentices are \$6 a week for those living at home and \$12 a week for those away from home. The weekly rate for an apprentice who is head of a family living at home is \$15.90. Heads of families living away from home will receive \$21 a week.

Prospective apprentices are entitled to receive these rates while they are pursuing pre-apprenticeship courses approved by the Provincial Apprenticeship Board.

Claims for remuneration are to be made on a form approved by the Director of Apprenticeship. Deductions may be made

for periods of absence from school, but where the absence is due to sickness, remuneration may be paid for periods not exceeding three days.

These regulations, the first under the Act, were made and gazetted March 15.

Ontario Operating Engineers Act

An amendment to the regulations concerning the qualifications of inspectors under the Ontario Operating Engineers Act (L.G., Nov. 1954, p. 1601) permits a certificate of competency under the Boilers and Pressure Vessels Act (L.G., Aug. 1953, p. 1184) to be substituted for a current certificate as a first or second class engineer. The qualifications with respect to age and education are unchanged.

The amendment was made March 8 and gazetted March 19.

Saskatchewan Oil and Gas Conservation Act

Three of the fire prevention sections of the regulations under the Saskatchewan Oil and Gas Conservation Act (L.G., 1953, p. 591; March, p. 332) were amended by O.C. 498/55 of March 8, gazetted March 18.

As before, no heating or lighting apparatus involving use of flame is to be allowed in the drilling rig doghouse, but exposed electrical elements are no longer included in the prohibition.

The regulations no longer forbid electric generators or electric heaters with exposed elements to be used within 75 feet of any well or tank for storage of oil. The use of stoves or open flame heaters continues to be prohibited in these areas.

Any engine within 150 feet of any well or oil storage tank must still be constructed or enclosed so that it is externally sparkproof. Motors and electric switches as well as engines were previously subject to this provision.

Safety Code for Punch Press Guarding

A committee was organized recently by the Canadian Standards Association to prepare a safety code for the guarding of punch presses. The code is being developed at the request of the Canadian Association of Administrators of Labour Legislation, an organization of federal and provincial government labour officials which was formed for the purpose of improving

legislative and administrative standards and promoting greater uniformity in labour legislation.

Earlier safety codes published by the CSA at the request of the CAALL are *A Code of Practice for Window Cleaning* (L.G., 1949, p. 677) and *Safety Code for the Woodworking Industry* (L.G., 1953, p. 444).

Apprenticeship for Girls Advocated by British Union Leader

A system of apprenticeship for girls was advocated by the President of Britain's Amalgamated Engineering Union, Robert Openshaw, as one way of meeting the shortage of skilled craftsmen in the engineering industry. The principle of equal pay also received his endorsement.

Mr. Openshaw was addressing the annual conference of the union's women delegates.

"Women are in the engineering industry to stay," he said. "That is a fact that we have put over to the employers on many occasions. Management must cease to regard women as temporary hands and must reorganize not only their thinking

but their factories to give women their rightful place alongside the men in industrial life. Although they do not say so in so many words, the employers in general do not regard women as capable of equal work and that makes the achievement of equal pay a difficult task."

Concerning apprenticeship, Mr. Openshaw said: "There are grave shortages of skilled craftsmen, so why cannot women be used to fill those gaps? Realizing this, the union is trying to implement a policy of apprenticeship for girls."

The suggestion, he added, is now before the employers and the union is awaiting a reply.

Unemployment Insurance

Introduce Proposed Revision of the Unemployment Insurance Act

Amending Bill submitted to House of Commons April 5. Summary of the proposed amendments is issued by Unemployment Insurance Commission

On April 5, the Minister of Labour introduced in the House of Commons a Bill to amend the Unemployment Insurance Act (see page 518). The proposed amendments are the result of studies by various bodies that began seven months earlier.

On September 3, 1954, the Unemployment Insurance Commission submitted to the Minister certain proposals for revision of the Act. These proposals were referred to the Interdepartmental Committee on Unemployment Questions (under the chairmanship of the Secretary of the Cabinet).

The Committee, after consideration of the proposals, reported to Cabinet late in October. The Cabinet gave instructions for continuing the study and for proceeding with the draft revision of the Act, omitting certain proposals which did not receive Cabinet approval.

The aim of the proposed revision is to produce an unemployment insurance program that will provide, among other things, a reasonably sound income maintenance plan, will eliminate anomalies now existing and will create sufficient incentive to workers to obtain employment, whether of a permanent or casual nature.

Following is a summary of the proposed amendments:—

Re-arrangement and Clarification

It is proposed that the sections of the Act be re-arranged to bring together the provisions which deal with the same subject, and that the language of the Act be simplified. Since the Act affects several million workers and their employers, it is desirable to have its provisions in language that can easily be understood by them.

Employment Service

As the National Employment Service is the positive part of the Unemployment Insurance Commission's activities, the provisions for establishing this service will be

found immediately after the provisions for the establishment of the Commission. In view of the fluid nature of the activities of the Employment Service, the main principles only are laid down in the legislation and the Commission is given power to make regulations for dealing with procedures and details of administration.

Coverage

The main provisions regarding coverage remain unchanged. At present, for a worker to be insurable there must be a contract of service. There are many classes of workers similar to wage earners who can only be brought under the Act if an anomaly is proven. The revision will make it easier for these persons to be insured. Further, the inclusion of excepted employments will in future be made without reference to the Advisory Committee, although there is provision for consulting the Committee where considered necessary. The third change is that individual workers will no longer be exempted but persons who work in insurable employment to an inconsiderable extent can be excluded by regulation.

Contributions

The Commission first proposed that contributions should in future be made by payroll deduction of a percentage of earnings, and that the present insurance stamps and individual contribution records be discontinued. However, the Commission was asked to prepare a plan retaining insurance stamps and books and providing for the keeping of contribution records by the Commission.

The table of proposed rates which follows combines the present two lowest classes and provides additional classes in the higher earnings ranges. This will provide contributions which are more equitable in that the percentage of earnings shows much less variation than the

present scale and at the same time will provide benefits which bear the same ratio to contributions in the various classes.

The contributions will be based on earnings rather than on any specific number of days. The stamp placed in the book will represent the actual earnings in a week whether the period being worked be one or more days. If there is more than one employer in a week, two or more stamps will be placed in the weekly space up to the maximum contribution required of 60 cents (\$1.20). All the stamps acquired in a week will be counted as

one week's contribution and the worker will be given credit for the total contributions made as far as benefit rate is concerned. The only exception to the above rule is that where the earnings are less than \$9, half of the 16 cents (32¢) stamp or a contribution of 8 cents will be made by the worker, and this half-stamp will count as half-a-week to qualify for benefit and for computing duration.

The present insurance book and contribution records will be retained with suitable modifications to fit in with the revised proposals.

TABLE I.—PRESENT CONTRIBUTION RATES

Range of Earnings	Employer and Employee Contribution (Each)	Average Earnings in Range	Contribution as Percentage of Average Earnings
	cents	\$	
Less than \$ 9.00.....	18	5.60	3.21
\$ 9.00 to 14.99.....	24	12.80	1.88
15.00 to 20.99.....	30	17.85	1.68
21.00 to 26.99.....	36	23.70	1.52
27.00 to 33.99.....	42	30.20	1.39
34.00 to 47.99.....	48	40.95	1.17
48.00 and over.....	54	57.50	.94

TABLE II.—PROPOSED CONTRIBUTION RATES

Range of Earnings	Employer and Employee Contribution (Each)	Average Earnings in Range	Contribution as Percentage of Average Earnings
	cents	\$	
Less than \$15.00 ¹	16	11.80	1.36
\$15.00 to 20.99.....	24	17.85	1.34
21.00 to 26.99.....	30	23.70	1.27
27.00 to 32.99.....	36	29.65	1.21
33.00 to 38.99.....	42	35.60	1.18
39.00 to 44.99.....	48	41.60	1.15
45.00 to 50.99.....	52	47.55	1.09
51.00 to 56.99.....	56	53.50	1.05
57.00 and over ²	60	59.70	1.01

¹ When earnings are less than \$9.00, 1/2 stamp or a contribution of 8 cents is made. Two such contributions would equal one week for the purpose of qualification and duration.

² Maximum insurable earnings \$60.

Benefit Rates

The benefit rates will be increased. The new maximum will be \$30 per week in place of the present \$24, an increase of 25 per cent. When the Act first came into operation the scale of benefit rates was designed to preserve a certain relationship between the ordinary rate of earnings and the benefit payable. This relationship has been altered as a result of the rise in wage

rates and, as a large number of insured persons have moved into the top benefit class, the ratio of benefit to average earnings has dropped considerably. By a revision of the earnings classes, it is intended to restore the proper relationship between benefit and ordinary earnings so that this will not result in over-insurance in the lower wage classes or in under-insurance in the upper wage classes.

TABLE III.—PRESENT BENEFIT RATES

Employee Weekly Contribution	Weekly Earnings Range	Weekly Benefit		Average Earnings in Range	Benefit % of Average Earnings	
		Single	Dependency		Single	Dependency
18 cents	Less than \$ 9.00	4.20	4.80	5.60	75.0	85.7
24 "	9.00 to 14.99	6.00	7.50	12.80	46.9	58.6
30 "	15.00 to 20.99	8.70	12.00	17.85	48.7	67.2
36 "	21.00 to 26.99	10.80	15.00	23.70	45.6	63.3
42 "	27.00 to 33.99	12.90	18.00	30.20	42.7	59.6
48 "	34.00 to 47.99	15.00	21.00	40.95	36.6	51.2
54 "	48.00 or over	17.10	24.00	57.50	29.7	41.7

TABLE IV.—PROPOSED BENEFIT RATES

Employee Weekly Contribution	Weekly Earnings Range	Weekly Benefit		Average Earnings in Range	Benefit % of Average Earnings	
		Single	Dependency		Single	Dependency
16 cents	Less than \$15.00	\$ 6.00	\$ 8.00	\$ 11.80	50.8	67.8
24 "	\$15.00 to 20.99	9.00	12.00	17.85	50.4	67.2
30 "	21.00 to 26.99	11.00	15.00	23.70	46.4	63.3
36 "	27.00 to 32.99	13.00	18.00	29.65	43.8	60.7
42 "	33.00 to 38.99	15.00	21.00	35.60	42.1	59.0
48 "	39.00 to 44.99	17.00	24.00	41.60	40.9	57.7
52 "	45.00 to 50.99	19.00	26.00	47.55	40.0	54.7
56 "	51.00 to 56.99	21.00	28.00	53.50	39.3	52.3
60 "	57.00 and over	23.00	30.00	59.70	38.5	50.3

The benefit rates will be based on the average contributions in the 30 weeks immediately preceding the claim. At present the rate is based on the average contributions for the 180 days preceding claim.

Duration of Benefit

The present benefit formula will be changed. It provides a minimum of six weeks' benefit and a maximum of one year (less the waiting period) or fifty-one weeks, depending on the length of time for which an insured person has contributed. Statistics show that approximately 90 per cent of all claimants draw not more than 20 weeks' benefit.

It is proposed that the minimum qualification for benefit be 30 weeks in insurable employment (it is now 180 days) and that this will entitle any claimant to 15 weeks' benefit. Additional weeks of benefit will be earned by additional contributions on the basis of one week's benefit for two weeks' contributions in the two years prior to claim, and the maximum benefit in a benefit year will be 30 weeks. (This minimum and maximum are exclusive of seasonal benefits referred to below.)

It is expected that the new formula will take care of the great majority who ordinarily work in insurable employment,

will provide greater protection for those who have newly entered insurable employment and will reduce the drain on the fund from certain fringe groups who now tend to remain on benefit for long periods when they have really withdrawn from the labour market.

The requirement of 30 weeks in insurable employment to qualify for benefit will make it easier for a claimant to qualify than the present provisions, which require 180 days. For example, if a person ordinarily working on a five-day week goes on short-time of four days a week under the daily stamp system, he would receive four daily stamps for his week's work rather than one weekly stamp and this would mean, if the short-time condition lasted for three months, that under the daily plan he would be credited with 52 days or 8½ weeks, while under a weekly plan he would be credited with 13 weeks.

In order to requalify, a claimant will have to acquire credit for eight additional weeks in insurable employment since the commencement of his previous benefit year and have at least 30 contribution weeks in the previous two years. Contribution weeks more than a year old at the time of a subsequent claim cannot be used a second time to qualify either for rate or duration.

Transitional Period

In view of the reduction of the maximum duration of regular benefit from 51 to 30 weeks, it is felt desirable to provide for a transitional period during which those who have accumulated credits under the present Act might be eligible for more than the maximum of 30 weeks under the proposals.

The plan proposed is that in the three years following the change, if in the first benefit year a claimant exhausts his benefit, the record of contributions made by him in the five years prior to the change-over to the new plan would be examined. The money value of the benefits to which he would be entitled by virtue of these contributions would then be determined; the amount of benefit received under the new plan would be deducted and he would be entitled to an additional benefit period for the balance without requalifying. For example, a claimant at the cut-off date has in the past five years contributed for 250 weeks and would be entitled to 50 weeks at \$24 a week or a total of \$1,200 benefit. He has under the new plan become entitled to 30 weeks' benefit at \$30 a week or \$900. If he exhausts this credit he would be entitled to a further \$300 or ten additional weeks at \$30 per week.

Non-Compensable Days, Casual Earnings, Allowable Earnings

The present method of paying benefit on a daily basis is involved and leads to a number of difficulties where holidays and

short-time employment are concerned, particularly where some claimants are on a five-day week and others are on a six-day week. In addition, the provision that the first day of unemployment shall be non-compensable and also the provision with regard to earnings from subsidiary employment are misunderstood by claimants.

Most of these difficulties can be overcome and the same results obtained by setting up a weekly rather than a daily benefit rate. To provide incentive for claimants to take casual employment when it is available, the non-compensable day will be eliminated and claimants will be allowed to earn a specified amount without loss of benefit during a claim week. Any excess earnings over the allowable amount will be deducted from a claimant's benefit and the total of benefit payable plus allowable earnings will still be somewhat less than ordinary earnings. This will simplify the computation of benefit and will still accomplish what the non-compensable day now does, namely, eliminating payment of large numbers of claims for a single day of unemployment. It will be immaterial whether the allowable earnings are from subsidiary employment carried on outside of the claimant's usual hours of work or from any other type of employment. The rates of allowable earnings proposed are as follows:—

TABLE V.—ALLOWABLE EARNINGS

Weekly Earnings Range	Benefit		Weekly Allowable Earnings	% of Average Earnings	
				Benefit and Allowable Earnings	
	Single	Dependency		Single	Dependency
	\$	\$	\$		
Less than \$15.00.....	6.00	8.00	2.00	67.8	84.7
\$15.00 to 20.99.....	9.00	12.00	3.00	67.2	84.0
21.00 to 26.99.....	11.00	15.00	4.00	63.3	80.2
27.00 to 32.99.....	13.00	18.00	5.00	60.7	77.6
33.00 to 38.99.....	15.00	21.00	6.00	59.0	75.8
39.00 to 44.99.....	17.00	24.00	7.00	57.7	74.5
45.00 to 50.99.....	19.00	26.00	9.00	58.9	73.6
51.00 to 56.99.....	21.00	28.00	11.00	59.8	72.9
57.00 and Over.....	23.00	30.00	13.00	60.3	72.0

The table on the following page gives examples that illustrate the way in which this rule will be applied.

	Employed					
	1 day	2 days	3 days	4 days	5 days	6 days
Earnings \$30 per week	\$	\$	\$	\$	\$	\$
Earnings.....	5	10	15	20	25	30
Allowable earnings.....	5	5	5	5	5	5
Deduction from benefit.....	0	5	10	15	20	25
Benefit rate (dependency).....	18	18	18	18	18	18
Benefit paid.....	18	13	8	3	0	0
Benefit payable present plan.....						
If short-time.....	12	9	6	3	0	0
If work is casual.....	15	12	9	3	0	0
If working a 5-day week and put on short-time						
Earnings.....	6	12	18	24	30	
Allowable earnings.....	5	5	5	5	5	
Deduction from benefit.....	1	7	13	19	25	
Benefit rate (dependency).....	18	18	18	18	18	
Benefit paid.....	17	11	5	0	0	
Benefit payable present plan.....	12	9	6	0	0	

Seasonal Benefit

At present supplementary benefit is payable during the period January 1 to April 15 to the following:—

Class 1—Those whose benefit has become exhausted subsequent to March 31 prior to claim.

Class 2—Those who could not qualify for ordinary benefit but had made 90 daily contributions subsequent to March 31 preceding their claim.

The rates for supplementary benefit were recently increased by Parliament and are now the same as regular benefit rates. This will be continued in the revised Act.

It is proposed that in future these benefits will be known as “seasonal benefits” and will be payable to the above classes during the same period as at present. Those in Class 2 will receive two weeks’ benefit for every three contribution weeks subsequent to March 31, and this will mean that the minimum period for this class will be ten weeks (now three) and the maximum fifteen weeks (now six).

Those in Class 1 will be eligible for a period of 15 weeks, provided their previous benefit year terminated after April 15. It is felt that these seasonal benefits should not be paid to persons who have in effect left the labour market, and it is proposed that the Commission be given the power through regulations to ensure that persons whose previous benefit years expired between April 15 and September 30 were actually attached to the labour market.

Waiting Period

At present, the first day of unemployment in a benefit year is a non-compensable day. The waiting period is a period of five days, which makes a total of six days at the beginning of each benefit year for which no benefit is paid. Under the proposals, the waiting period will be one week or the same as at present when the non-compensable day is included.

The waiting period at the beginning of a benefit year can now be *deferred* to a later date in order to prevent hardship when a new benefit year commences after a claimant has been unemployed for some time. Experience has shown, however, that the provision is used in a very small percentage of cases (4.9) and that many of the claimants who obtain the advantage of this provision never serve the deferred waiting days. It is proposed that the waiting period in such cases be waived entirely, if this has not already been done within the preceding year.

Other Amendments

The provision for the extension of the qualifying periods will be enlarged to allow an extension for a period during which a claimant is taking part in a labour dispute resulting in a work stoppage. However, a claimant will not obtain an extension in relation to any period for which benefit is paid.

The provisions regarding penalties will be amended. Penalties will be imposed on employers who do not remit contributions or submit returns promptly.

The provisions for recovery of debt will also be changed to permit civil action through the Exchequer Court, instead of criminal proceedings as at present. The revised provisions will include garnishment proceedings.

Minor amendments are also proposed as follows:—

- (a) The present Courts of Referees will be known as Boards of Referees.

- (b) Deposits may be required from employers to guarantee payment of contributions.
- (c) Contributions deducted from workers' pay held by employers until remitted will be treated as trust funds in cases of liquidation.
- (d) Retroactive deductions for contributions may be permitted in certain cases.

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit total 236,847 in February, down 73,152 from January but up 21,915 from February 1954, statistics* show

Initial and renewal claims for unemployment insurance benefit received in January were down 73,152 from the January total but up 21,915 from the February 1954 total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 236,847 claims were filed in local offices across Canada, compared with 309,999 in January and 214,932 in February 1954.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on February 28 numbered 578,586 (479,902 males and 98,684 females), compared with 543,366 (447,020 males and 96,346 females) on January 31 and 512,567 (428,475 males and 84,092 females) on February 26, 1954. On February 28, 1955, the number of short-time and temporary lay-off claimants was 39,057 and 2,058, respectively.

During February, 260,159 initial and renewal claims were adjudicated, of which 161,610 were entitled to benefit. Of the 94,296 initial claims adjudicated as "not entitled", 84,746 were on behalf of claimants who failed to establish a benefit year. Chief reasons for disqualification (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause" 5,844 cases; "not unemployed" 4,018 cases; and "not capable of and not available for work" 3,309 cases.

New beneficiaries during February totalled 159,917, compared with 206,327 during January and 168,262 during February 1954.

*See Tables E-1 to E-5 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the month, \$28,576,170 was paid in compensation for 8,939,252 days (including 99,338 disability days), compared with \$26,149,803 and 8,219,567 days (including 80,629 disability days) during January 1955 and \$26,675,431 and 8,391,990 days (including 85,320 disability days) during February 1954.

Estimates of the average number of beneficiaries per week were 394,600 for February 1955 and 359,900 for the week February 20-26, 1954.

The average daily rate of benefit for February was \$3.20, compared with \$3.18 for January 1955 and February 1954.

Supplementary Benefit

A total of 84,745 initial claimants were considered for supplementary benefit during February; of these, 21,780, or about 25 per cent, were unable to qualify. Supplementary benefit claimants on the live unemployment register on February 28 totalled 130,830 (102,817 males and 28,013 females).

During the month, \$6,321,316 was paid in compensation for 2,128,888 days, including 10,319 disability days.

The average daily rate of benefit for the month was \$2.97, compared with \$2.69 for January.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards were issued to 4,581,310 employees who have made contributions to the unemployment insurance fund since April 1, 1954.

At February 28, employers registered numbered 268,507, an increase of 827 during the month.

Enforcement Statistics

During February, 3,393 investigations were conducted by district investigators across Canada. Of these, 2,074 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,319 were investigations in con-

nection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 152 cases,* 38 against employers and 114 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 712.*

Unemployment Insurance Fund

Revenue received in February totalled \$17,173,515.42, compared with \$18,430,350.99 in January and \$16,973,438.10 in February 1954. Benefit payments amounted to \$34,884,364.41, compared with \$28,361,595.23 in January and \$29,674,911.68 in February 1954. The balance in the fund at February 28 was \$869,000,298.57. At January 31, there was a balance of \$886,711,147.56 and at February 28, 1954, \$901,170,539.51.

*These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1128, March 8, 1955

Summary of the Facts: The claimant, who is employed in a hosiery mill which operates on a five-day week, filed a renewal claim for benefit on January 28, 1954, was designated by the local office manager as a short-time claimant and drew benefit on that basis.

In the claim week beginning June 14, 1954, he worked Monday, Tuesday, Thursday and Friday. He was unemployed on Wednesday and at the close of his working day on Friday he was laid off for two weeks because of a machinery conversion at the mill. On Friday night he became ill as a result of a heart attack and upon recovery he reported to the local office on August 24, 1954, and claimed benefit for the period he was ill.

On the evidence before him, the insurance officer found that the claimant had become incapable of work by reason of illness before having become entitled to receive benefit within the meaning of Section 29(3) of the Act, and disqualified him from June 19, 1954, for so long as the condition continued.

The claimant appealed to a court of referees. He did not attend the hearing of his case but was represented by an official of his union. The majority members of the court were of the opinion that there was "sufficient doubt existing to grant the appellant his sick benefits". The chairman of the court, who dissented, expressed the opinion that since the claimant had worked four days during the week in question, the Saturday was rightly considered a holiday; the fact that he became ill on that day did not alter the fact that Saturday was recognized as a holiday for his grade, class or shift and as the non-compensable day for that week had not been served by him, he was not entitled to benefit during the period of his illness.

The insurance officer appealed to the Umpire, contending that the claimant had been rightly disqualified and in that connection he stated:

The claimant has been a short-time claimant since January 28, 1954, and his working week consists of five days. In the week beginning June 13 last he worked Monday, Tuesday, Thursday and Friday. He was unemployed on Wednesday, which

was therefore a non-compensable day and Saturday was a holiday. After he had finished his day's work on Friday the claimant became ill and did not report to the local office until August 24. The first day for which he could attempt to prove unemployment was Monday, June 21, which is a non-compensable day and at which time he was already incapacitated by illness and therefore could not prove unemployment for that day.

The appeal was heard in Ottawa on January 28, 1955. The Canadian Congress of Labour and the Unemployment Insurance Commission were represented.

Conclusions: The reasoning behind the disqualification imposed by the insurance officer seems to be that, inasmuch as Saturday, June 19, 1954, was a recognized holiday for the claimant, the first day for which he could attempt to prove entitlement to benefit was Monday, June 21, but as he had been designated as a "short-time" claimant, the Monday was a day in respect of which he was not entitled to benefit within the meaning of Section 37(1)(a)(ii) of the Act.

To begin with, the first part of this reasoning, in my opinion, is not correct. Inasmuch as the claimant had been laid off on Friday, June 18, and had become incapacitated for work on that evening after completing his working day, it followed that the first day in respect of which he could attempt to prove entitlement to benefit was Saturday, June 19. The question to be determined, therefore, is whether on June 19, 1954, the claimant "had become entitled to receive benefit" within the meaning of Section 29(3) of the Act.

At the hearing before me, it was acknowledged that a five-day working week was in effect at the hosiery mill and that it applied to the claimant's grade or class or shift. Consequently, it might be contended, in the light of the jurisprudence established in decision CU-B 276A, that the claimant was not entitled to benefit for Saturday inasmuch as that day, at the mill, was a recognized holiday within the meaning of Section 31(1)(c) of the Act.

In the present case, however, the claimant was informed on Friday, June 18, that there would be no work for him for approximately two weeks due to a machinery conversion, and the question now becomes one of whether he was still "employed" at the mill on Saturday, the day following his temporary suspension, or in other words whether, for the specific purpose of the application of the provisions of Section

31(1)(c) of the Act, he had completely separated from his employment on Friday evening.

In CU-B 62, my predecessor expressed the opinion that, for the purpose of recognized holidays and notwithstanding the power of the Commission to make regulations to enlarge a claimant's right to benefit, the word "employed" as used in Section 31(1)(c) of the Act was not intended to cover a claimant not "actually employed" unless he had only been laid off for a very short period of "a day or more". In keeping with the spirit of this jurisprudence, I decided in CU-B 447 that a regular employee who had been laid off for an indefinite period because of a shortage of material and was subject to recall, and who, in fact, was recalled approximately three weeks later, had become completely separated from his employment *as from the date of his lay-off*.

In the present case, the circumstances surrounding the claimant's separation are very similar to those of the claimant's separation in CU-B 447, and I fail to find any valid reason to come to any other conclusion than that the claimant's employment was completely terminated at the close of his working day on Friday, June 18, 1954. Therefore, he was unemployed on Saturday, June 19, 1954, and had "become entitled to receive benefit" within the meaning of Section 29(3) of the Act in respect of that day, which was the first day for which he could attempt to prove entitlement to benefit.

The appeal is disallowed.

I wish to point out to the insurance officer that, even if I could have accepted his contention that the first day for which the claimant could attempt to prove entitlement to benefit was Monday, June 21, 1954, I would have still disallowed his appeal because of the following considerations.

According to the last part of subparagraph (ii) of Section 37(1)(a) of the Act, an insured person who is regularly employed by the same employer for a period consisting of *three days or less*, whether consecutive or not, *in a week* is not entitled to benefit for the first day of unemployment following any such period of regular employment, provided that not more than one such day be excluded in any claim week. When such regular employment is for a period exceeding three days in a week, however, the exclusion of any day from benefit under paragraph (a) is governed by the first part of subparagraph (ii) which reads as follows:

Where that person while unemployed becomes employed for monetary gain and continues to be so employed for a period of not more than three consecutive days, then subject to the prescribed proof of the facts of that employment, the first day of unemployment following that period shall not be excluded from benefit under this paragraph...

Assuming, in the present case, that the claimant was regularly employed by his employer during the week beginning on Monday, June 14, 1954, he nevertheless was so employed more than three days in that week, namely, on Monday, Tuesday, Thursday and Friday, and, therefore, regardless of the fact that Saturday was considered to be a recognized holiday, the following Monday, June 21, could not be excluded from benefit, because the claimant had not continued to be employed for a period exceeding three consecutive days since his last day of unemployment, namely, Wednesday, June 16, 1954.

Decision CU-B 1129, March 8, 1955

Summary of the Facts: The claimant filed an initial application for benefit on May 31, 1954, and stated that she had worked for a manufacturing firm as a clerk-typist from August 1947 to May 28, 1954, when she voluntarily left because of the employer's policy regarding pregnancy. She also stated that she was not on leave of absence from the company and that her confinement was expected about September 15, 1954. The employer stated: "This employee left voluntarily—pregnancy".

The local office requested further information. The employer replied that his policy was not to employ women who were more than five-and-a-half months pregnant and that the claimant was on leave of absence. The claimant stated: "In view of company policy regarding pregnancy, two weeks' notice was given to allow for replacement".

The insurance officer disqualified the claimant as from May 31, 1954, on the ground that, inasmuch as she was on leave of absence from the company, she was not considered to be unemployed within the meaning of Section 29(1)(a) of the Act. The claimant appealed to a court of referees.

In response to a request from the local office for information as to the terms of the collective bargaining agreement in respect to the granting of leave of absence to pregnant women, the employer stated that as the claimant was an office employee she was not covered by the said agreement

and that her position would be held for her provided she returned within the time limit of the leave of absence.

The court of referees, which was also asked by the insurance officer to examine, as an alternative question, the claimant's availability for work, unanimously reversed the decision of the insurance officer, being of the opinion that her unemployment had resulted from the company's policy in respect to pregnant women, and found that she was available for work on the date she filed her claim for benefit.

The insurance officer appealed to the Umpire mainly on the following grounds:

Following CU-B 714 and CU-B 774 it does not appear that the claimant can be regarded as having proven that she was unemployed.

In the present case the claimant was required, as a condition of employment, to cease work for the employer when she reached a certain stage of pregnancy. However, we think that the leaving was not involuntary since the claimant had voluntarily accepted the condition of employment which required her to take leave of absence during pregnancy. It is our view that the leaving should be regarded as voluntary and that the claimant must be disqualified as she has not rebutted the presumption that she is not available for work—CU-B 620.

Conclusions: The first question to be determined is whether the claimant proved that she was unemployed within the meaning of Section 29(1)(a) of the Act on the date she filed her claim for benefit.

The employer stated that his policy was not to employ women who were more than five-and-a-half months pregnant, that the claimant had been granted leave of absence and that her position would be held for her provided that she returned within the time limit. Presumably, the leave, which was for an extended period, was without pay and the claimant, who was under no obligation to perform any services for the employer during such leave, was also at liberty to seek and accept other employment without jeopardizing her status with the firm.

Considering that it was compulsory for the claimant to take leave of absence, I find that, although she had not completely and definitely severed her connection with her employer (seniority rights, the understanding to return to work at a later date, etc.), he actually suspended the exercising of his right of control over the employee for the duration of the leave. Consequently, for the purpose of the application of Section 29(1)(a) of the Act and in keeping with the principle which I established in decision CU-B 888, the employer-employee relationship can be held to have become dormant for the duration of the

leave. Therefore, the claimant proved that she was unemployed on the date she filed her claim for benefit, and the disqualification imposed by the insurance officer under Section 29(1)(a) of the Act was rightly set aside by the court of referees.

As to the alternative question of the claimant's availability for work which the court was asked to examine, it seems that, inasmuch as no new facts had been brought to the attention of the insurance officer since he last examined the claim and "all questions arising with such claim", he had no right to revive the question of the claimant's availability for work on the date she filed her claim by referring that question to the court. Otherwise, it would mean that the adjudicating authorities could, at any time during the life of a claim and without new facts, use this avenue as a means of remedying the errors, omissions, oversights or shortcomings relative to the merits of their adjudication with the result that a claimant would always be kept in suspense as to his past entitlement to benefit.

However, as the conditions laid down in Section 29(1) of the Act must be fulfilled in respect of each and every day for which benefit is claimed, and as the time element was the important factor in this case in that the claimant's availability was gradually decreasing as the date of her confinement was drawing nearer, the insurance officer could have rightly referred the ques-

tion of availability to the court on the facts as they stood on the date of his submission, namely, July 23, 1954. If this had been done, I feel confident that the court would have found, as I am about to do, that the claimant was not available as from that date because, as I stated in CU-B 734 in respect to a claimant who was in an advanced stage of pregnancy: "I doubt very much whether any employer would have hired her knowing that she would have been available only for a short period of time during which it is altogether likely that her capability for work would have been affected."

The appeal of the insurance officer is upheld to the extent only that the claimant was not available for work as from July 23, 1954. His contention that the "leaving was not involuntary since the claimant had voluntarily accepted the condition of employment which required her to take leave of absence during pregnancy" is not plausible because, if that reasoning were accepted, it could be said that an employee who is laid off because of a shortage of work voluntarily leaves his employment because it is part of his conditions of employment that he becomes unemployed whenever his employer has no work for him. In the present case, the claimant had no voice in the matter of the application of the employer's rule against retaining pregnant women and I fail to see how, under the circumstances, her separation could be considered voluntary.

Dismissed for Failure to Join Union, Ruled Ineligible for Jobless Benefits

A worker's refusal to join the union in a plant where a union shop is in effect constitutes "voluntary separation from employment" and thereby disqualifies him for unemployment insurance benefits, the appellate division of the New York Supreme Court ruled recently. The Court upheld a previous decision by a local insurance office that the worker's action was a voluntary leaving of employment without good cause and ordered the reversal of a contrary decision by the unemployment insurance appeal board.

Under the terms of the collective agreement at the plant, workers are required to pay dues to the union after 60 days' employment. In the case in question, the worker refused to pay dues and after the union brought about his dismissal he applied for unemployment insurance benefits and was turned down. He appealed

and the unemployment insurance appeal board ruled in his favour.

In reversing the decision of the appeal board, the Court stated in its ruling: "This is quite as voluntary an act as most choices between one course and another. One must foresee the clear consequential effects of one's choice. This choice amounts to an election by the employee not to meet a condition of the work".

The Court continued: "The refusal to pay a bus fare to get to work on time in the face of a foreseeable discharge; or to get tools, clothing or equipment where they are required as the employee's part of the arrangement; or to secure needed technical preparation to continue the work where it was open to the employee to do any of these things, or not, would be treated as 'voluntary' separations if they had the result of ending the employment."

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 179 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 118 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 69,545.00
Defence Production (February report)	169	6,746,796.00
Defence Production (March report)	173	1,277,785.00
Post Office	13	147,457.98
R.C.M.P.	2	10,800.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch to the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$3,039.40 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 165 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Dartmouth N S: Fundy Construction Co Ltd, extension to existing school. *Camp Gagetown N B:* O'Dell Construction Co Ltd, construction of office bldg. *Chatham N B:* Diamond Construction Co Ltd, extension to existing school. *Ajax Ont:* Matthews Concrete Ltd, construction of sewage pumphouse, pressure sewer, road & watermain. *Edmonton Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school. *Penhold Alta:* Poole Construction Co Ltd, construction of school extension; Poole Construction Co Ltd, construction of roads & driveways.

Defence Construction (1951) Limited

Barriefield Ont: T A Andre & Sons Ltd, construction of garage & utilities; James Kemp Construction Ltd, construction of officers' quarters. *Camp Borden Ont:* Johnson Bros Co Ltd, construction of fire-fighter training area. *Hagersville Ont:* The Dufferin Construction Co Ltd, construction of gravel hardstandings. *Ottawa Ont:* F E Cummings Construction Co Ltd, construction of small arms range bldg, Dow's Lake. *Petawawa Ont:* H J McFarland Construction Co Ltd, *construction of gravel access road & parking area; H J McFarland Construction Co Ltd, construction of various bldgs & outside services; Foster-Wheeler Ltd, supply &

installation of steam generating units. *Rockcliffe Ont:* Dibblee Construction Co Ltd, construction of access road from AMC bldg to St Laurent Blvd. *Uplands Ont:* Ross Meagher Ltd, construction of steam plant extension to Central Heating Plant. *Portage la Prairie Man:* Harris Construction Co Ltd, construction of garage & storage bldg. *Calgary Alta:* A R. Bennett, construction of chapels & outside services. *Edmonton Alta:* City of Edmonton, supply & installation of water meter, Griesbach Barracks. *Comox B C:* The Steel Co of Canada Ltd, supply & erection of chain link fence. *Esquimalt B C:* G H Wheaton Ltd, alteration to bldg No 213 for metal finishing shop.

Building & Maintenance

Greenwood N S: Kenney Construction Co Ltd, supply & installation of steel window sash in hangars. *Halifax N S:* Weiss Electrical Contracting Co, rewiring & relighting bldgs, No 12 ROD, Willow Park. *Montreal Que:* Bedard-Girard Ltd, rewiring & relighting armoury. *St Hyacinthe Que:* Franki Compressed Pile Co of Canada Ltd, under-pinning of armoury. *Valcartier Que:* Atkinson Bldgs Ltd, *supply & delivery of prefabricated bldg. *Camp Borden Ont:* Frank's Contracting Co, repainting exterior & interior of permanent married quarters. *Marathon Ont:* John E Dagsvik, construction of armoury. *Shirley Bay & White Lake Ont:* Canadian General Electric Co

Ltd, construction of radio towers. *Toronto Ont:* Miller Paving Ltd, regrading & surfacing access road, No 6 Personnel Depot. *Weston Ont:* Decalcomania Industries, installation of decal grid location system in bldgs. *Gimli Man:* Vulcan Iron & Engineering Co Ltd, supply & installation of pneumatic ash conveying system, RCAF Station. *Cold Lake Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of fitments for hangar & workshops. *Namoo Alta:* Canadian Comstock Co Ltd, renovation of heating system for warehouses. *Whitehorse Y T:* The Steel Company of Canada Ltd, supply & erection of chain link fence at Refinery Area.

Department of Defence Production

January Report

Torbay Nfld: Canadian Machinery & Industry Construction Ltd, *construction of swimming pool & drill hall. *Halifax N S:* W G Foley & Son Ltd, construction of sand blasting shed, Seaward Defence Base. *Montreal Que:* Laporte Cartage Co, snow removal, #25 COD; Tree Surgery Co Ltd, snow removal, bldgs & armouries. *Sherbrooke Que:* Gerald Boissoneault, snow removal, Armouries. *Aylmer Ont:* Mould & Powell Metalcraft Ltd, installation of fan in OR mess, RCAF Station. *Cobourg Ont:* E P Carr, roofing of canopies of warehouses, #26 COD. *Rockcliffe Ont:* J R Douglas Ltd, removal of sheet metal work & scraping of gravel from roof of hospital bldg, RCAF Station. *Trenton Ont:* Willard & Bluj, interior redecoration of

houses in Middleton Park, RCAF Station. *Uplands Ont:* Dibblee Construction Co Ltd, construction of crushed rock apron stabilized with colas, RCAF Station. *Portage la Prairie Man:* Canadian Steel Corp Ltd, erection of fence, RCAF Station. *Winnipeg Man:* Furnasman Manufacturing Co Ltd, conversion of warm air furnaces to forced draft system, RCAF Station. *Dundurn Sask:* A E Robertson & Co Ltd, *installation of oxychloride cement floor & rubber cove base board, Military Camp. *Cranbrook B C:* A E Jones Co Ltd, raising floors joists & replacing beams, Armouries. *Sea Island B C:* C J Oliver Ltd, installation of wash basins, RCAF Station. *Vedder Crossing B C:* B C Millwork Products Ltd, construction of clothes closets for bldgs, RCSME.

February Report

Charlottetown P E I: Alexius McQuaid, foundation repairs & painting of bldgs, Armouries. *Dartmouth N S:* Maritime Telegraph & Telephone Co Ltd, *repair of communication facilities, RCN Air Station, HMCS "Shearwater". *Halifax N S:* Standard Construction Co Ltd, conversion of bldg No 2, R A Park. *Newport Corner N S:* Ralph & Arthur Parsons Ltd, installation of power supply & repair of communication equipment, Naval Radio Station. *Montreal Que:* Allied Bldg Services Ltd, *cleaning interior of Armoury drill hall. *Camp Borden Ont:* Lloyd G Bristow Plumbing & Heating Ltd, installation of steam blast coils in steam plant, RCAF Station. *Camp Ipperwash Ont:* S M Fenwick & Co, installation of tile floor covering in mess halls. *Cobourg Ont:* Joice-Sweaner Electric, installation of power

supply for shop tools in carpenter shop, #26 COD. *Lakeview Ont:* Cullen Construction Co, construction of warehouse office. *North Bay Ont:* Baldasaro & Sons, *suction & priming of new wet well & four air release valve chambers at Lake pump-house, RCAF Station. *Saskatoon Sask:* Waterman-Waterbury, installation of steam blast coils in heating plant at RCAF Station. *Edmonton Alta:* Sunby Electric Ltd, installation of power lines to warehouses, Griesbach Barracks. *Comox B C:* Wm N O'Neil Co, *installation of tile in bldg, RCAF Station. *Vancouver B C:* C C Moore & Co, installation of de-aerating heater on roof of central heating plant, RCE. *Vedder Crossing B C:* O'Neil Co Ltd, installation of tile in officers' mess kitchen, RCSME. *Vernon B C:* Floormart Ltd, installation of asphalt tile & linoleum floor covering in bldgs, Military Camp.

National Harbours Board

Saint John N B: Standard Dredging Co Ltd, construction of transit sheds, Pugsley wharf extension. *Montreal Harbour Que:* Walter G Hunt Co Ltd, construction of transit shed, Section 28; Mechanical Contractors Ltd, installation of additional condenser, cold storage plant.

Department of Northern Affairs and National Resources

Jasper National Park Alta: George Koebel, supply & installation of exhaust ventilation system for quonset hut, Jasper Townsite; R C Crawley & R P Mohr, repairs to decking & parapet walls, Miette Hot Springs bathhouse.

Department of Public Works

St John's Nfld: Grant Mills Ltd, disposal of pontoon & concrete slab. *Howard's Cove P E I:* J W & J Anderson Ltd, construction of fishing harbour. *Baddeck N S:* Cameron Contracting Ltd, erection of

public bldg. *Halifax N S:* Foundation Maritime Ltd, demolition, repairs, etc, Camp Hill Hospital; Salsmen & Sons Ltd, supply & installation of linoleum floor covering, K of C Bldg. *North Sydney*

N S: D J Grant, addition to living quarters, RCMP Kelly's Beach Detachment. *Pictou N S:* Ferguson Industries Ltd, *construction of two steel tugboats; Kenney Construction Co Ltd, erection of public bldg. *Richibucto Cape N B:* J W & J Anderson Ltd, breakwater repairs, *Arvida Que:* Alphonse Gratton Inc, erection of public bldg. *Lauson Que:* Davie Shipbuilding Ltd, *repairs to dredge "PWD No 130". *Sherbrooke Que:* Stanislas Grondin, erection of UIC bldg. *Victoriaville Que:* F R Bourgeois Ltd, alterations & addition to public bldg. *Amherstburg Ont:* McNamara Construction Co Ltd, harbour improvements (wharf, warehouse & dredging). *Arnprior Ont:* M Sullivan & Son Ltd, general alterations to bldg No 8, Civil Defence College. *Ottawa Ont:* A Lanctot Construction Co, alterations to entrance doors, Connaught Bldg; B Perini & Sons (Canada) Ltd, repairs to brickwork, etc, Bureau of Statistics Bldg, Tunney's Pasture; Modern Building Cleaning Service of Canada Ltd, initial cleaning & regular cleaning of interior of East Bldg, Veterans Memorial Bldgs, Wellington St; F E Cummings Construction Co Ltd, construction of acoustics laboratory, Mont-

real Road Laboratories. *Sarnia Ont:* Russell Construction Ltd, harbour improvements (dolphins & dredging). *Toronto Ont:* Toronto Dry Dock Co Ltd, *docking & repairs to dredge "PWD No 116" & tug "Hercules"; Evan S Martin Construction Ltd, alterations, etc, 260 Richmond St West. *Windsor Ont:* Roy & Huebert Ltd, interior painting, public bldg. *Saskatoon Sask:* H J Tubby & Son Ltd, alterations to federal bldg. *Fort Saskatchewan Alta:* W C Wells Construction Co Ltd, erection of public bldg. *Crofton B C:* McKenzie Barge & Derrick Co Ltd, *dredging. *Esquimalt B C:* Farmer Construction Ltd, cable tank construction. *New Westminster B C:* Star Shipyards (Mercer's) Ltd, *construction of borings-surveys scow; Great Northern Railway Co, *replacing rail at north end of New Westminster Railway Bridge & renewing road crossing. *Ogden Point B C:* Pacific Piledriving Co Ltd, construction of floating log breakwater. *Snug Cove B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction & improvements. *Vancouver B C:* George D McLean & Associates Ltd, alterations to accommodate post office stores dept, 555 Richards St.

St. Lawrence Seaway Authority

February Report

Iroquois Ont: Pentagon Construction Co Ltd & Iroquois Constructors Ltd, construction of canal & lock.

March Report

Lake St Francis Que: Marine Industries Ltd, *dredging, Lancaster Bar; Canadian Dredge & Dock Co Ltd, *dredging, Fraser Point to Cornwall; McNamara Construction Co Ltd, *dredging, approach to Beauharnois Canal. *Lake St Louis Que:* Marine Industries Ltd, *dredging.

Department of Transport

Collingwood Ont: Canadian Shipbuilding & Engineering Ltd, *construction of scows for Northern transportation. *Dunnville Ont:* S G Powell Boat Builder, *construction of landing barge for Northern transportation. *Sault Ste Marie Ont:* Imperial Welding Co Ltd, *construction of scows for Northern transportation. *Gimli Man:* Terminal Construction Co Ltd, additional airport development. *Calgary Alta:*

Standard Gravel & Surfacing of Canada Ltd, additional airport development. *Victoria B C:* Victoria Machinery Depot Co Ltd, *conversion of frigate "St Stephen" to weather ship. *Whitehorse Y T:* Marwell Construction Co Ltd, construction of staff dwellings & alterations to terminal bldg. *Banks Island N W T:* Shoquist Construction Ltd, construction of rawinsonde & operations bldg, power house, etc.

The International Union of Electrical Workers (CIO) last month signed a contract with the International Resistance Company, Philadelphia, which it describes as "the first guaranteed annual wage in the industry" but which the Company says could "more properly be called an unemployment insurance fund". The agreement calls for a 9-cent-an-hour increase that will go into an interest-bearing trust fund from which guaranteed earnings will be paid to workers on layoff.

Wages, Hours and Working Conditions

Working Conditions of Sales Staff in Retail Trade, April 1, 1954

Proportion of non-office employees in retail stores on five-day week increased between 1953 and 1954 as did percentage who could qualify for vacation of three weeks or more; service requirements also eased

An increasing proportion of non-office employees in retail trade in Canada is benefiting by the five-day week (generally involving fewer hours per week), vacations of three or more weeks with shorter service requirements, and more paid statutory holidays. This is borne out by the survey of working conditions undertaken in April 1954 by the Economics and Research Branch of the Department of Labour.

This analysis also deals with the incidence of pensions, sickness and accident benefit plans, profit sharing arrangements, rest periods and other fringe items which the survey covers on a less frequent basis than annually.

While the accompanying tables are confined to the results of the 1954 Survey, detailed information for previous years may be found in the March 1954 issue of the *LABOUR GAZETTE*, pages 434-438.

In the 1954 survey, returns were received from establishments employing 126,000 non-office employees. This total is comprised primarily of sales staffs, although other groups are also covered. For the most part, this survey is confined to establishments having 15 or more employees. A considerable proportion of establishments in retail trade have fewer than that. As smaller stores are less likely to have such fringe benefits as pension and insurance plans than larger establishments, it is probable that the percentages actually enjoying these benefits in retail trade as a whole are actually somewhat less than shown in the accompanying table.

In Table 1, a breakdown has been made between food stores, department stores and miscellaneous stores including variety shops, hardware, footwear, clothing and furniture outlets.

Standard Work Week

The length of the standard work week reported by a retail store may or may not be the same as the number of hours per

week the store is open. Many stores do business on a six-day schedule, for instance, or may be open in the evening, but their employees' hours are so arranged that they enjoy a work week comparable to that of employees of manufacturing plants or other businesses. As of April 1, 1954, about half the non-office employees of retail establishments reporting to the survey were on a five-day schedule compared with 42 per cent a year previously. Food and department stores reported 65 and 61 per cent respectively, while a smaller proportion (20 per cent) of the employees of those selling shoes, apparel, hardware, etc., were reported on this schedule. In each of the divisions of trade the proportion of employees on the five-day week was greater than in 1953.

More than three-quarters of the employees in retail trade as a whole were in establishments where the schedule was 44 hours or less per week and almost half were on a time table of 40 hours or less. In food stores the proportion working 44 hours or less was 40 per cent, compared with 18 per cent a year previously, but no appreciable change was reported for those on a standard week of 40 hours or less. The figures for department stores were not substantially different from 1953, almost nine-tenths of the employees being in stores where they normally work 40 hours or less. There was a marked change in the percentages in the miscellaneous group between 1953 and 1954. Employees of those with schedules of forty hours or less comprised 23 per cent in 1954 compared with 16 per cent a year earlier; those working 44 hours or less, 75 per cent as against 23 per cent in 1953.

Table 2 gives, for the principal Canadian cities, details on the standard work week in April 1954. In Montreal and Toronto, as well as in most of the other cities, higher proportions than in 1953 were reported on the five-day week and in general the tendency was towards a shortening of the schedule of hours.

**TABLE 1.—WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE
BY SUB-DIVISIONS, APRIL 1, 1954**

	Percentage of Non-Office Employees			
	(1) Total Retail Trade	Food	Department Stores	Hardware, Footwear, Apparel, Furniture, etc. (2)
Total Coverage.....	126,117	31,521	54,261	38,610
<i>Standard Weekly Hours</i>				
37½ and less	3-5		5-1	4-2
Over 37½ and Under 40.....	13-7		29-6	3-3
40.....	31-6	17-5	51-9	15-7
Over 40 and Under 44.....	11-9	6-1	9-3	20-9
44.....	15-0	16-5	1-5	30-4
Over 44 and Under 48.....	15-3	44-3	2-4	10-3
48.....	5-5	10-1	-1	9-0
Over 48.....	3-5	5-5	-1	6-2
On a 5-day Week (3).....	49-0	65-5	01-1	20-2
<i>Vacations With Pay</i>				
Employees in establishments reporting One Week With Pay				
After: 1 Year or Less.....	88-7	87-7	91-6	87-6
Service Not Specified.....	-9	2-0	*	1-2
Two Weeks With Pay.....	97-7	98-5	99-9	94-1
After: 1 Year or Less.....	69-5	57-7	74-9	71-0
2 Years.....	19-5	26-1	23-0	10-0
3 Years.....	3-3	7-2	-2	4-5
5 Years.....	4-3	6-1	1-7	6-4
Other Periods.....	1-1	1-4	-1	2-2
Three Weeks With Pay.....	62-0	59-3	72-0	49-6
After: 5 Years.....	9-4			30-8
15 Years.....	38-1	35-5	61-0	8-9
20 Years.....	6-3	18-4	2-5	-9
25 Years.....	4-8	2-2	3-1	8-3
Other Periods.....	3-4	3-2	5-4	-7
Four Weeks With Pay.....	37-8	4-4	76-2	12-7
After: 25 Years.....	36-2	4-4	72-6	12-6
Other Periods.....	1-6		3-6	-1
<i>Paid Statutory Holidays</i>				
None.....	1-4	1-0		3-5
Less than 7.....	6-8	17-1	1-2	6-2
7.....	8-4	2-9	6-1	16-3
8.....	23-1	31-2	12-1	29-7
9.....	39-8	35-1	55-4	23-3
10.....	9-5	3-2	17-4	4-0
More than 10.....	9-0	8-9	6-8	12-4
No information.....	2-0	-6	1-0	4-6
<i>Pension and Insurance Plans</i>				
Pension Plan.....	77-6	70-6	90-0	66-6
Group Life Insurance.....	60-7	93-2	41-6	60-0
Hospitalization.....	81-7	92-6	84-6	69-4
Surgical Benefits.....	71-2	84-4	73-4	57-6
Physicians services in hospital.....	62-1	62-2	67-5	55-8
Physicians home and office calls.....	24-6	32-1	24-2	18-9
Cash compensation for wage loss due to illness.....	25-3	56-1	9-3	22-0
<i>Rest Periods</i>				
Employees in establishments reporting a rest period.....	88-9	87-6	95-0	81-6
Employees in establishments reporting: One rest period.....	12-4	2-0	19-5	10-4
Two rest periods.....	75-8	84-5	75-2	70-1
Other.....	-1	-5		-1
No information.....	-6	-6	-3	1-0
<i>Employees in establishments reporting a guaranteed Wage</i>				
Guarantee Covering				
1 Week.....	1-3	3-3	*	1-3
1 Month.....	-1			-3
Other Periods.....	-8	2-0	-6	-4
No information.....	-1	-2		-1
<i>Bonus or Profit Sharing</i>				
Employees in establishments reporting a Christmas or Year-end bonus.....	41-9	61-8	9-3	71-8
Employees in establishments reporting Profit Sharing.....	16-2	3-1	27-4	11-1

TABLE 1.—WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE BY SUB-DIVISIONS, APRIL 1, 1954—Concluded

	Percentage of Non-Office Employees			
	(1) Total Retail Trade	Food	Department Stores	Hardware, Footwear, Apparel, Furniture, etc. (2)
<i>Special Benefits</i>				
Employees in establishments reporting Discounts on goods and/or services.....	68.3	16.4	99.2	66.9
Stock purchase plan.....	6.4	7.0	6.4	6.2
Cafeteria.....	36.1	14.3	72.5	3.5
<i>Industrial Medical (Occupational Health) Services</i>				
Employees in establishments reporting:				
Pre-placement Medical examination.....	18.1	15.2	31.8	1.9
Periodic Medical examination.....	9.8	12.7	13.8	2.0
Emergency Care for Occupational Accident or illness.....	39.7	19.3	78.6	3.3
Home visits by nurse.....	29.4	13.5	58.3	3.1

(1) Includes other small divisions of retail trade not shown separately. (e.g. Motor vehicle sales outlets, drug stores, etc.) (2) Including variety stores. (3) Includes a small number of employees of stores reporting 5 and 5½ days.

* Less than .1 per cent.

TABLE 2.—STANDARD WEEKLY HOURS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE, BY CITIES, APRIL 1, 1954

City	Number of Employees	Percentage of Employees on a Normal Work Week of:								Percentage of Employees on a 5-day week
		37½ hours or less	Over 37½ and under 40 hours	40 hours	Over 40 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 hours	
Halifax.....	2,750	.6	8.0	43.5	19.3	3.3	4.3	10.6	10.4	44.1
Saint John.....	1,102			16.3	21.5	8.8	32.9	6.7	13.8	7.2
Quebec.....	2,166	*		7.7		10.3	46.6	11.9	23.5	2.4
Montreal.....	20,642	5.5	.1	38.4	4.7	9.0	21.6	13.4	7.3	52.0
Ottawa.....	1,027	6.3		44.2	22.6	6.0	17.2	2.2	1.5	58.0
Toronto.....	31,027	2.5	27.1	38.9	2.3	11.8	13.1	3.0	1.3	83.7
Hamilton.....	3,375	1.3	5.9	27.8	19.0	19.0	20.5	5.8	.7	43.3
Sudbury.....	716			7.3	39.9	8.9	42.9	1.0		23.5
London.....	2,198	.1	6.0	37.5	17.6	12.2	22.8	3.8		56.9
Windsor.....	1,677		7.4	20.6	10.2	23.3	35.1	2.3	1.1	49.3
Fort William-Port Arthur....	846		2.7	31.9	36.9	13.0		15.5		3.4
Winnipeg.....	9,740	.5	57.4	12.0	11.3	16.0	1.1	1.6	.1	10.6
Regina.....	2,405		11.7	46.6	17.2	24.5				48.0
Saskatoon.....	1,032		28.8	12.1	16.8	42.3				11.2
Edmonton.....	3,742		30.1	31.3	1.8	36.8				18.3
Calgary.....	2,851		4.3	30.4	30.2	34.7	.4			14.6
Vancouver.....	8,610	22.4		50.5	11.1	16.0				75.5
Victoria.....	1,531		5.3	59.0	14.7	21.0				11.8

* Less than .1 per cent.

Vacations with Pay

With at least one week's vacation with pay mandatory by legislation in most provinces, the emphasis in the survey results moves to vacations of longer periods. It is significant that almost 98 per cent of the non-office employees of retail trade as a whole were in stores reporting two weeks,

about 62 per cent in those reporting three weeks and 38 per cent where four week vacations could be earned. A high percentage of employees in stores giving two-week vacations was reported in each of the three divisions of trade as shown. Service requirements for two weeks did not exceed one year for the large majority of

employees of each, and in food and department stores a substantial number had a two-year waiting period for two weeks' leave.

Three weeks' vacation was reported by stores accounting for half the employees or more in each of the divisions. As to the qualifying period for three weeks, 15 years was predominant for the whole industry and in food and department stores; but for 31 per cent of the employees in the miscellaneous group the stipulation was only five years. Four-week vacations were reported by units with 76 per cent of the employees of department stores, 13 per cent of the employees of the miscellaneous group and 4 per cent of those in food. By far, the predominant service requirement was 25 years.

On the whole, the most significant change is in the three-week vacations. The proportions of employees who could qualify for this length of vacation in all three divisions of trade was greater than in 1953, and a substantial reduction in the qualifying period is also noted in the most recent figures.

Statutory Holidays

More than four-fifths of the employees of retail establishments received payment for eight or more statutory holidays. The percentage distribution of employees among the three divisions according to the number of paid statutory holidays was not much changed from 1953, although some upward movement was noted in the proportions employed by stores giving ten or more such days, particularly in department stores. In each of the three divisions of trade the vast majority of employees enjoyed between eight and nine holidays with pay.

Pension and Insurance Plans

For retail trade as a whole more than three-quarters of the non-office employees were in establishments where a pension plan was in effect. This compares with 69 per cent in 1953. Among the sub-divisions, the proportion varied from two-thirds in miscellaneous trade to 90 per cent in department stores. Group life insurance was available in stores whose employees comprised 61 per cent of the total. For this fringe benefit food retailing establishments reported the highest proportion—93 per cent—followed by miscellaneous trade and department stores, with 60 and 42 per cent respectively.

In regard to sickness and accident benefit plans, hospitalization was available to employees of stores comprising more than four-fifths of the trade employees reported to the survey, and surgical benefits in those

employing more than 71 per cent of the total. Proportions of employees in units having one or both these provisions were highest in food retailing stores, followed by department stores and miscellaneous merchandising in that order.

About one-quarter of the non-office employees were in establishments where home and office calls by a physician were stipulated under their health plans; plans providing this type of service were available in stores employing 32 per cent of the employees in food, 24 per cent in department stores and 18 per cent in other branches of the trade.

Plans providing cash compensation for loss of wages due to absences for illness or accident were available to 25 per cent of the non-office employees in retail trade. Some 56 per cent of the employees of food stores enjoyed this type of benefit, while it applied in department stores employing only 9 per cent of the total. In miscellaneous trade the proportion was 22 per cent.

Industrial medical services which provide facilities for safeguarding employees' health by medical examination and follow-up were fairly common in retail trade. This type of health service was more common in food and department stores, which in many cases employ large numbers. Details by type of service provided are shown in Table 1.

Rest Periods

Rest periods were the practice in stores employing all but a few of the total number reported in the survey. The predominant practice was two periods per day; ten or fifteen minutes was the usual length of each period. Little variations in practice was noted among the three principal divisions of retail trade.

Guaranteed Employment or Wages

The survey question "Do you have a plan designed to protect your non-office employees against loss of income by a formal guarantee of employment or wages for a specified period?" brought affirmative replies from stores employing a small proportion of workers. The largest group of employees was in establishments reporting one week's guarantee, and food store employees were covered to a larger extent than those of the other divisions.

Bonus or Profit-Sharing Plans

The practice of giving employees a year-end or Christmas bonus was reported by stores employing 72 per cent of the workers in the hardware, footwear, apparel and

furniture division, and 62 per cent of the employees in food stores; in department stores the practice was less common.

Profit-sharing plans were reported by retail stores employing about one-sixth of the workers, and in department stores the proportion was more than one-quarter.

Special Benefits

Virtually all employees of department stores and two-thirds of the employees of

stores in the miscellaneous group were reported as benefiting by discounts on goods sold by their employing firms. A small proportion of employees came under stock purchase plans—slightly over 6 per cent. As regards cafeterias, 36 per cent of the employees in retail trade were in stores where they were available; in department stores the proportion was 73 per cent.

Strikes and Lockouts

Canada, March 1955*

Little time was lost in industrial disputes during March; the loss was the lowest recorded since April 1951. Stoppages causing the most time loss involved: shipyard electricians at North Vancouver, B.C., knitted goods factory workers at St. Hyacinthe, Que., and auto parts foundry workers at Sarnia, Ont.

The question of increased wages and related issues was a factor in five of the eleven stoppages during March. Of the other disputes, two arose over union questions, two over causes affecting working conditions, one over decreased wages and one was a sympathy stoppage.

Preliminary figures for March 1955 show a total of 11 strikes and lockouts in existence, involving 1,956 workers, with a time loss of 13,971 man-days, compared with 11 strikes and lockouts in February 1955, with 2,587 workers involved and a loss of 20,055 days. In March 1954 there were 18 strikes and lockouts, 1,799 workers involved and a loss of 14,625 days.

For the first three months of 1955 preliminary figures show a total of 27 strikes and lockouts, involving 12,974 workers, with a time loss of 252,171 man-days. In the same period in 1954 there were 46 strikes and lockouts, 12,607 workers involved and a loss of 223,949 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March 1955, February 1955 and March 1954 was 0.02 per cent of the estimated working time; in the first three months of 1955, 0.10 per cent; and in the first three months of 1954, 0.09 per cent.

Of the 11 stoppages in existence during March, one was settled in favour of the employer, one was a compromise settlement and three were indefinite in result, work being resumed pending final settlement. At the end of the month six disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954. As no reports to the contrary have been received the disputes involving waitresses at Timmins, Ont., which began on May 23, 1952, and garage workers at Saint John, N.B., which began on February 9, 1953, are considered to have lapsed.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in January 1955 was 191 and eight were still in progress from the previous month, making a total of 199

*See Tables G-1 and G-2 at back of book.

during the month. In all stoppages of work in progress 43,800 workers were involved and a time loss of 91,000 days caused.

Of the 191 disputes leading to stoppages of work that began in January, eight, directly involving 1,600 workers, arose over demands for advances in wages, and 65, directly involving 12,300 workers, over other wage questions; one, directly involving 100 workers, over questions as to working hours; 29, directly involving 8,200 workers, over questions respecting the employment of particular classes or persons; 85, directly involving 7,900 workers, over other questions respecting working

arrangements; two, directly involving 200 workers, over questions of trade union principle; and one, directly involving 700 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for February 1955 show 250 work stoppages resulting from labour-management disputes beginning in the month; 90,000 workers were involved. The time loss for all work stoppages in progress during the month was 570,000 man-days. Corresponding figures for January 1955 were 225 stoppages involving 50,000 workers and a loss of 400,000 days.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1955

Rising for the first time in eight months, the consumer price index moved from 116.0 to 116.1 between March 1 and April 1. Small increases in foods and shelter outweighed fractional decreases in other groups.

Clothing, household operation, and other commodities and services indexes each declined 0.1 per cent, while the shelter component increased by the same amount and foods advanced 0.3 per cent.

The food index moved from 110.7 to 111.0 as higher prices for flour, tea, eggs, fresh fruits, potatoes and chicken proved more important than lower prices for coffee, margarine, most fresh vegetables and pork items.

Prices of most items of clothing were unchanged. A decrease in men's suits largely accounted for the change in the clothing index from 108.0 to 107.9.

The household operation index moved from 117.0 to 116.9 under the influence of lower prices for electrical appliances and household supplies.

The change in the index of other commodities and services from 118.3 to 118.2 resulted from declines in streetcar and bus fares, bicycles, and eyeglasses, which declines were partially offset by slight increases in gasoline and doctors' and dentists' fees.

Both the rent and home-ownership components of the shelter index increased 0.1 per cent to advance the shelter index from 128.6 to 128.7.

The index one year earlier (April 1, 1954) was 115.6. Group indexes on that date were: food 110.4, shelter 125.6, clothing 109.9, household operation 118.1 and other commodities and services 117.2.

City Consumer Price Indexes, March 1955

Eight of the ten regional city consumer price indexes declined between February 1 and March 1 while one remained unchanged and one advanced. Lower foods were mainly responsible as nine indexes declined and one, St. John's, advanced fractionally.

Item decreases were noted at most centres for coffee, most cuts of beef, bacon and ham. These outweighed advances in tea, eggs and most fresh vegetables.

Among other group indexes, clothing and household operation series were generally unchanged to lower. Other commodities and services indexes were mixed, being lower in six cities, unchanged in one and higher in three. Automobiles and batteries were lower at all centres, but in some cities these were more than outweighed by firmer quotations for other automobile operating cost series coupled with advances in local transportation and newspaper rates. Shelter indexes were unchanged in five centres but advanced moderately in the other five.

Regional consumer price index point change between February 1 and March 1 were as follows: Toronto -0.5 to 118.2; Montreal -0.4 to 116.7; Vancouver -0.4 to 117.9; Edmonton-Calgary -0.3 to 114.2; Ottawa -0.2 to 116.8; Winnipeg -0.2 to 115.2; Halifax -0.1 to 114.5;

*See Tables F-1 and F-2 at back of book.

Saskatoon-Regina -0.1 to 113.7 and St. John's, Nfld. +0.2 to 102.9.* Saint John remained unchanged at 117.6.

Wholesale Prices, March 1955

With increases in four of the eight major groups offsetting decreases in the other four, the general wholesale price index registered no change between February and March, remaining at 217.4 (1935-39=100).

The largest group change in the month was recorded by non-ferrous metals, which moved up 1.4 per cent from 176.6 to 179.0. Fibres, textiles and textile products advanced 0.6 per cent to 227.4. A gain of 0.6 per cent in iron and its products to 217.4 reflected increases in wire nails and galvanized barbed wire. In wood, wood products and paper small increases in export prices for newsprint, wood pulp and cedar shingles more than offset a decline in fir lumber, advancing the index 0.2 per cent to 292.5.

A drop of 1.2 per cent to 174.5 in the non-metallic group mainly reflected user conversion from manufactured to natural gas in Toronto, coupled with a seasonal decline in crushed stone. Vegetable products moved down 0.7 per cent to 196.8. Animal products stood at 226.1 in March, 0.3 per cent below the February figure. Chemical products receded 0.1 per cent to 176.9.

Farm product prices at terminal markets moved down 1.5 per cent to 203.7 from 206.7. The animal products group moved

1.8 per cent lower to 241.3 and field products registered a drop of 0.9 per cent to 166.1.

Residential building material prices in March were up 0.1 per cent over February, the index, on the 1935-39 base, increasing to 279.5. Advances were recorded for plumbing and heating equipment, wire nails, copper wire, shellac and cement. In the lumber group declines in millwork items outweighed an increase in spruce lath. Non-residential building material prices averaged 0.3 per cent higher in March than in February, the index advancing to 121.7 (1949=100).

U.S. Consumer Price Index, March 1955

The United States consumer price index in March remained unchanged at 114.3 for the fourth consecutive month, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. The index is on the base 1947-49=100.

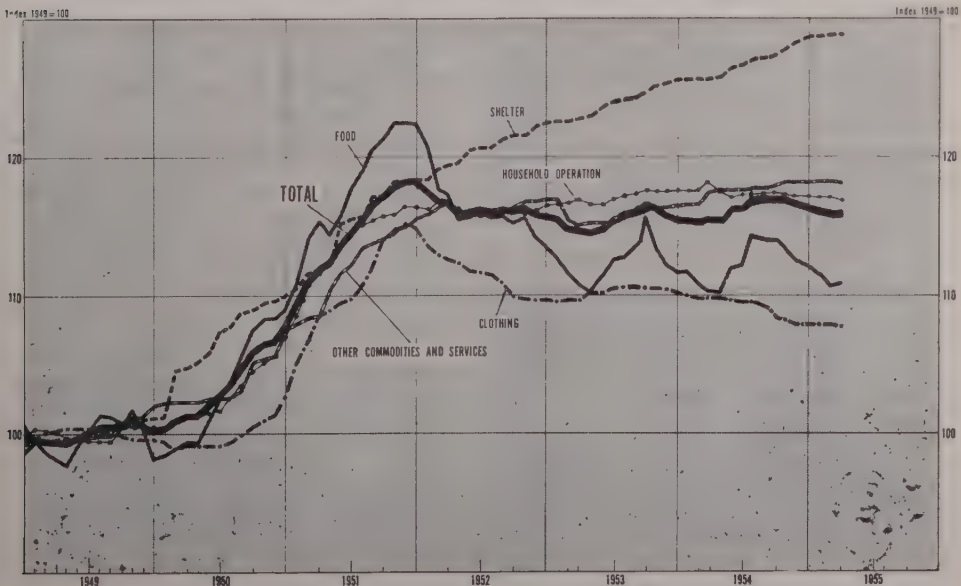
In the 14 years that the Bureau has been publishing monthly indexes, this is the first time that the index has remained constant for so long a period.

U.K. Index of Retail Prices, January 1955

The index of retail prices compiled by the United Kingdom Ministry of Labour increased in January, continuing a rise that began in September 1954. At mid-January it stood at 110.2, up from mid-December's 109.8 (Jan. 1952=100). In mid-January 1954 it was 105.8.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 81.

Apprenticeship

1. **Great Britain. Ministry of Works.** *Apprentice Builders; the Ministry of Works explains the Apprentice Master Scheme recommended by the Building Apprenticeship and Training Council.* London, 1946. Pp. 18.

2. **Los Angeles City School District.** *Operational Manual on Apprenticeship.* Prepared by Members of the Staff of the Adult and Vocational Education Division of the Los Angeles City Schools. Los Angeles, Office of Superintendent, Los Angeles City Schools, 1948. Pp. 48.

3. **Oregon. State Apprenticeship Council.** *Oregon's Law and Plan of Apprenticeship.* Portland, 1951. Pp. 16.

Architecture

4. **Central Mortgage and Housing Corporation.** *Small House Designs, Bungalows and Split-Level Houses.* Ottawa, 1954. Pp. 87.

5. **Central Mortgage and Housing Corporation.** *Small House Designs, Two Storey and 1-1/2-Storey Houses.* Ottawa, 1954. Pp. 62.

Blue-Prints

6. **Connecticut. Curriculum Committee for Blueprint Reading for the Building Trades.** *Building Trades Blueprint Reading and Sketching, Basic Course.* Albany, Delmar Publishers, 1952. Pp. 193.

7. **Connecticut. Curriculum Committee on Blueprint Reading for the Electrical Trades.** *Blueprint Reading and Sketching, Basic Course.* Albany, Delmar Publishers, c1954. Pp. 137.

8. **U.S. Office of Education. Vocational Division.** *Blueprint Reading for Brickmasons; Instructional Material Planned for Use in Related Technical Classes for Apprentice and Journeyman Brickmasons.* Revised January, 1949 by Structural Clay Products Institute. Washington, Structural Clay Products Institute, 1949. Pp. 31.

Bricklaying

9. **McGarvey, George Albert.** *Bricklaying; an Analysis of the Trade of Bricklaying together with Suggestive Courses of Training for Apprentices and Journeymen Workers.* Washington, G.P.O., 1941. Pp. 238.

10. **Tirell, Louis.** *Brick Masonry, Trade Science and Projects.* 7th ed. Washington, Mason Promotion Dept., Structural Clay Products Institute, 1950. Pp. 199.

Building

11. **Canada. Department of Labour.** *Blueprint for a Skilled Job in the Construction Industry.* Ottawa, King's Printer, 1946. Pp. 9.

12. **Great Britain. Ministry of Works.** *Building in Britain Today.* Prepared by the Ministry of Works and the Central Office of Information. London, H.M.S.O., 1949. Pp. 24.

Business

13. **McKague, William Allison.** *Business Finance.* 3d ed. Toronto, Life Underwriters Association of Canada, 1944. Pp. 123.

14. **Neuner, John Joseph William.** *Cost Accounting Principles and Practice.* Madison, Wis., Pub. for the U.S. Armed Forces, by R. D. Irwin, Inc., 1944. 2 Volumes.

Civil Service

15. **U.S. General Services Administration.** *Annual Report of the Administrator of General Services for the Year ending June 30, 1954.* Washington, G.P.O., 1955. Pp. 118.

16. **Wengert, Egbert Semmann.** *Prescription for the Public Service,* by E. S. Wengert, G. Lyle Belsley and Charles H.

Bland. Chicago, Civil Service Assembly of the United States and Canada, 1954. Pp. 20.

Education

17. **Canadian Education Association.** *Advance Report on the Status of Provincial Government Correspondence Education in Canada.* Prepared for the Canadian Education Association convention, to be held at Fredericton, N.B., Sept. 13-15, 1949. Regina, 1949. Pp. 50.

18. **Canadian Research Committee on Practical Education.** *Your Child leaves School; a Study of 12124 Graduates and 14219 Drop-Outs from Canadian Schools during 1948.* Toronto, 1950. Pp. 127.

19. **National Committee for School Health Research.** *Absenteeism in Canadian Schools.* Toronto, 1948. Pp. 156.

20. **New Brunswick. Royal Commission on the Financing of Schools.** *Report.* Fredericton, Published by Authority of C. D. Taylor, Minister of Education, 1955. Pp. 129.

21. **Toronto. Board of Education.** *Centennial Story; the Board of Education for the City of Toronto, 1850-1950.* Prepared by the Staff of the Board, under the Direction of E. A. Hardy. Honora M. Cochrane, ed. Toronto, Nelson, c1950. Pp. 306.

Education, Vocational

22. **New York (City). Board of Education.** *Automobile Mechanics for Vocational High Schools, a Syllabus.* New York, 1949. Pp. 187.

23. **Smith, Homer John.** *Industrial Education; Administration and Supervision.* New York, The Century Co. c1927. Pp. 334.

24. **South Africa. Commission on Technical and Vocational Education.** *Report.* Pretoria, Government Printer, 1948. Pp. 310.

25. **U.S. Office of Vocational Rehabilitation.** *Instructional Guide for Use in Vocational Schools providing Training for Blind Persons,* by J. Hiram Chappell. Washington, G.P.O., 1950. Pp. 45.

Employees—Training

26. **Great Britain. Ministry of Labour and National Service.** *Carpenter and Joiner's Training Course Curriculum of Training.* London, 1945. Pp. 204.

27. **Great Britain. Ministry of Labour and National Service.** *Plumber's Training Course Curriculum of Training.* London, 1945. Pp. 312.

28. **Proctor, James O.** *Techniques, Notes, Tips for Teachers, Foremen, Supervisors and Directors.* Text and illus. by James O. Proctor and G. Edward Griefzu. Albany, Delmar Publishers, 1949. Pp. 87.

29. **U.S. Training within Industry Service.** *Training within Industry Materials. Bulletins issued by Training within Industry and Outlines of the Training within Industry for War Plants and Essential Services.* Washington, 1945. 1 Volume. Contents.—Sec. 1. Training within industry bulletins.—Sec. 2. Job instruction sessions outline and reference material.—Sec. 3. Job methods sessions outline and reference material.—Sec. 4. Job relations sessions outline and reference material.—Sec. 5. Union job relations sessions outline and reference material.—Sec. 6. Program development institute.

Employment Management

30. **Scott, Jerome Fentress.** *Three Studies in Management,* by Jerome F. Scott and R. P. Lynton. London, Routledge & Paul, 1952. Pp. 220.

31. **Wiren, Alexis R.** *You are the Boss.* New London. Conn., National Foremen's Institute, Inc., c1952. Pp. 23.

Industrial Relations

32. *Proceedings of New York University Seventh Annual Conference on Labor... conducted jointly by the Law School, the Graduate School of Public Administration and Social Service, the Graduate School of Arts and Science, and the Division of General Education of New York University, held in New York City, May 5, 6, and 7, 1954...* Emanuel Stein, editor. Albany, Matthew Bender and Co., 1954. Pp. 675. "These articles form the basis for the several lectures delivered during the seventh annual conference on labor... held in New York City, May 5, 6, 7, 1954."

33. **Reynolds, Lloyd George.** *Labor Economics and Labor Relations.* 2d ed. New York, Prentice-Hall, 1954. Pp. 722.

Labouring Classes

34. **Cahn, William.** *Mill Town, a Dramatic Pictorial Narrative of the Century—Old Fight to unionize an Industrial Town, First against Violence and Frameups, then against Company Unions, and Now against Runaway Shops.* New York, Cameron & Kahn, c1954. Pp. 286. This is the story of the unionization of the Textile mills in Lawrence, Mass.

35. **Harris, E. M.** *Married Women in Industry.* London, Institute of Personnel Management, 1954. Pp. 30.

36. **Malleson, Miles.** *Six Men of Dorset, a Play in Three Acts*, by Miles Malleson and H. Brooks.: 3d ed. London, Victor Gellancz, 1952. Pp. 110. This play is about the Tolpuddle martyrs, also known as Dorchester Labourers, who were transported to Australia in 1834 because they belonged to a union.

37. **Manitoba Farmers' Union.** *Fourth Annual Convention, Winnipeg, December 6, 7, 8, 1954. Programme.* Winnipeg, 1954. Pp. 60.

Machine-Shops

38. **Ashcroft, Cyril Cropton.** *General Shop Work; a Manual for Pupils engaged in Shop Work in Grades IX and X*, prepared by G. C. Ashcroft and J. A. G. Easton, Toronto, Macmillan. 1940. Pp. 239.

39. **School Shop.** *Modern School Shop Planning; containing Plans, Specifications, Pointers, and Examples of New School Shops gathered from Authoritative Sources throughout the United States.* Ann Arbor, Prakken Publications, 1953. Pp. 113.

Mathematics

40. **Castle, Frank.** *Workshop Mathematics. Part 1.* London, Macmillan, 1952. Pp. 169.

41. **General Electric Company.** *Why study Math?* Schenectady, 1953. Pp. 8.

42. **Olivo, C. Thomas.** *Basic Mathematics simplified.* Albany, Delmar Publishers, 1953. Pp. 421.

Occupations—Engineers

43. **Ontario. Operating Engineers Board.** *A Beginner's Book on Power Plant Operation.* Toronto, Queen's Printer, 1954. Pp. 122.

44. **Ontario. Operating Engineers Board.** *Boilers.* Toronto, Queen's Printer, 1952. Pp. 138.

45. **Ontario. Operating Engineers Board.** *Combustion.* Toronto, Queen's Printer, 1953. Pp. 80.

46. **Ontario. Operating Engineers Board.** *Engines, Turbines, Condensers, Pumps.* Toronto, Queen's Printer, 1954. Pp. 180.

47. **Ontario. Operating Engineers Board.** *Refrigeration and Air Compression.* Toronto, Queen's Printer 1953. Pp. 84.

48. **Ontario. Operating Engineers Board.** *Steam Plant Accessories.* Toronto, 1953. Pp. 68.

Vocational Guidance

49. **Erickson, Clifford Eric.** *Guidance Practices at Work*, by Clifford E. Erickson ...and Marion Crosley Happ...1st ed. New York, McGraw-Hill, 1946. Pp. 325.

50. **Smith, Charles M.** *A Guide to Guidance*, by Charles M. Smith and Mary M. Roos. New York, Prentice-Hall, 1941. Pp. 440.

Miscellaneous

51. **Allen, Alfred T.** *Teacher Improvement Program.* Prepared by the Portland Public Schools, Division of Vocational Education, in cooperation with the State Board for Vocational Education...Portland, Ore., 1943. Pp. 150.

52. **Australia in Facts and Figures.** No. 42. Sydney, Government Printer, 1954. Pp. 64.

53. **Chute, G. M.** *Fundamentals of Industrial Electronics.* Toronto, Canadian General Electric Company, 1944. Pp. 40.

54. **King, Edward R.** *Ship Handling*, by E. R. King and J. V. Noel, Jr. New York, Van Nostrand, 1954. Pp. 219.

55. **New York (City) Board of Education. Bureau of Libraries.** *Guide for Librarians in the Elementary and Junior High Schools and Course of Study and Syllabus in the Use of Library Books*, as adopted by the Board of Superintendents, March 14, 1950, and by Board of Education, May 9, 1950. Rev. ed. New York, 1950. Pp. 75.

The resolution by the Trades and Labour Congress of Canada at its 1950 convention expressing its wish that the Government support adoption of the World Calendar is singled out as a lead for other organizations to follow in a recent monograph issued by The World Calendar Association, International, Geneva. The monograph was written by J. W. Nixon, formerly Chief Statistician, International Labour Office.

"If this initiative were followed by other leading nations and by labour organizations affected by the proposal, the movement to bring about (calendar reform) would receive a powerful stimulus," Mr. Nixon writes.

The TLC's resolution placed on record its "desire that the Government of Canada should support all proper moves made to bring about a more orderly, balanced, fixed calendar" and expressed the TLC's preference for "the 12-month equal-quarters plan embodied in The World Calendar".

Labour Statistics

	PAGE
Tables A-1 to A-4—Labour Force.....	593
Table B-1—Labour Income.....	594
Tables C-1 to C-6—Employment, Hours and Earnings.....	595
Tables D-1 to D-5—Employment Service Statistics..	600
Tables E-1 to E-4—Unemployment Insurance	606
Tables F-1 and F-2—Prices.....	608
Tables G-1 and G-2—Strikes and Lockouts.....	609
Tables H-1 to H-5—Industrial Accidents.....	612

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 19, 1955

(Estimates in Thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,391	* 91	393	1,559	1,985	927	436
Agricultural.....	740	*	38	162	222	282	34
Non-Agricultural.....	4,651	89	355	1,397	1,763	645	402
Males.....	4,187	* 73	316	1,200	1,499	756	343
Agricultural.....	720	*	37	158	216	275	32
Non-Agricultural.....	3,467	71	279	1,042	1,283	481	311
Females.....	1,204	* 18	77	359	486	171	93
Agricultural.....	20	*	*	*	*	*	*
Non-Agricultural.....	1,184	18	76	355	480	164	91
All Ages.....	5,391	91	393	1,559	1,985	927	436
14—19 years.....	485	11	37	175	159	75	28
20—24 years.....	714	16	49	235	243	124	47
25—44 years.....	2,527	42	182	730	929	433	211
45—64 years.....	1,456	* 19	107	376	564	259	131
65 years and over.....	209	*	18	43	90	36	19
<i>Persons with Jobs</i>							
All status groups.....	5,012	84	354	1,407	1,886	871	410
Males.....	3,850	66	281	1,066	1,412	705	320
Females.....	1,162	18	73	341	474	166	90
Agricultural.....	730	*	37	161	219	277	34
Non-Agricultural.....	4,282	82	317	1,246	1,667	594	376
Paid Workers.....	3,846	71	267	1,102	1,535	528	343
Males.....	2,786	54	203	793	1,096	380	260
Females.....	1,060	17	64	309	439	148	83
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	379	*	39	152	99	56	26
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,060	158	467	1,388	1,631	952	464
Males.....	1,019	56	104	251	290	211	107
Females.....	4,041	102	363	1,137	1,341	741	357

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended February 19, 1955		Week Ended January 22, 1955		Week Ended February 20, 1954	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	404	375	382	364	328	306
Without Jobs.....	379	357	363	346	315	295
Under 1 month.....	69	.....	100	.....	72	.....
1— 3 months.....	193	.....	176	.....	167	.....
4— 6 months.....	77	.....	60	.....	59	.....
7—12 months.....	26	.....	23	.....	13	.....
13—18 months.....	•	.....	•	.....	•	.....
19—and over.....	•	.....	•	.....	•	.....
Worked.....	25	18	19	18	13	11
1—14 hours.....	•	•	•	•	•	•
15—34 hours.....	17	14	11	11	•	•

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

• Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
1954—Average.....	74	323	68	257	235	35	992
January, 1954.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	50	251	229	34	954
May.....	69	320	67	253	232	34	975
June.....	74	325	70	259	237	35	1,000
July.....	80	323	77	262	233	35	1,010
August.....	83	323	76	261	235	36	1,014
September.....	84	326	78	263	244	35	1,030
October.....	86	323	82	265	244	36	1,036
November.....	83	321	77	265	246	36	1,028
December, 1954.....	79	325	71	264	250	36	1,025
January, 1955.....	73	318	60	253	246	34	984

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,389,746.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries \$	Index Numbers			Average Weekly Wages and Salaries \$
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1, 1954.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1, 1954.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
Jan. 1, 1955.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1, 1955.....	105.8	148.7	139.9	60.12	103.6	148.1	142.1	62.50

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels and restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average, Weekly Wages and Salaries, in Dollars		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
(a) Provinces						
Newfoundland.....	113.4	123.5	113.4	52.56	49.81	54.90
Prince Edward Island.....	96.7	103.2	96.0	46.27	43.67	44.80
Nova Scotia.....	91.6	96.8	95.4	50.27	48.28	49.45
New Brunswick.....	96.5	102.9	97.6	52.21	50.37	50.15
Quebec.....	105.8	109.7	105.7	57.74	56.18	56.26
Ontario.....	107.4	109.2	110.8	62.59	61.20	60.75
Manitoba.....	100.8	103.5	100.9	57.22	56.23	56.05
Saskatchewan.....	108.6	115.8	109.5	57.30	56.43	54.96
Alberta.....	123.5	128.5	118.3	61.86	59.09	59.93
British Columbia.....	99.8	103.9	97.5	64.72	62.60	62.60
Canada.....	105.8	109.1	107.0	60.12	58.49	58.47
(b) Metropolitan Areas						
St. John's.....	106.8	114.0	106.7	44.49	41.95	42.64
Sydney.....	89.8	92.1	96.7	60.06	60.12	57.85
Halifax.....	110.6	114.3	116.7	48.68	47.09	47.85
Saint John.....	104.8	107.6	108.4	49.39	47.54	47.30
Quebec.....	102.1	104.9	104.6	49.47	48.81	47.67
Sherbrooke.....	100.0	102.6	98.9	49.81	48.10	47.61
Three Rivers.....	93.2	95.2	95.8	56.59	56.08	55.34
Drummondville.....	74.2	73.0	70.9	54.04	50.69	52.21
Montreal.....	107.1	109.9	109.7	58.39	56.59	56.98
Ottawa—Hull.....	109.5	111.1	105.2	55.69	54.44	53.70
Peterborough.....	91.4	94.1	100.6	63.56	60.78	61.95
Oshawa.....	149.3	146.8	160.6	72.79	71.77	68.08
Niagara Falls.....	114.3	114.9	154.1	69.00	66.85	70.94
St. Catharines.....	112.4	111.1	111.8	70.88	68.26	66.93
Toronto.....	118.2	120.7	119.0	63.60	62.00	61.17
Hamilton.....	99.2	100.2	106.1	63.79	62.83	62.46
Brantford.....	82.3	81.1	80.6	59.68	58.36	57.72
Galt.....	92.4	95.5	99.3	54.81	53.13	53.71
Kitchener.....	100.2	101.7	105.2	58.17	55.80	55.76
Sudbury.....	129.4	132.1	133.7	74.32	72.53	73.38
London.....	106.2	107.2	111.4	57.99	55.88	54.92
Sarnia.....	110.7	111.5	116.4	73.11	72.83	71.83
Windsor.....	81.2	79.6	106.8	70.26	69.15	68.29
Sault Ste. Marie.....	96.2	93.7	111.1	68.26	66.91	68.49
Ft. William—Pt. Arthur.....	96.4	105.3	107.8	60.99	59.68	59.62
Winnipeg.....	101.1	103.4	100.1	54.79	53.65	53.25
Regina.....	110.6	116.0	112.4	54.82	54.26	51.94
Saskatoon.....	111.4	116.5	113.1	54.16	53.91	51.42
Edmonton.....	141.3	149.0	131.3	58.70	55.13	55.98
Calgary.....	131.1	135.5	122.3	59.27	57.48	56.61
Vancouver.....	100.0	103.4	98.0	62.30	60.85	59.50
Victoria.....	103.5	113.7	104.8	59.74	56.27	55.86

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

Source: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
Mining	110.0	110.8	105.9	73.35	70.33	70.91
Metal mining	111.8	112.7	104.2	76.17	72.61	74.50
Gold	81.1	81.6	76.4	69.25	66.35	65.51
Other metal	140.5	141.7	129.8	79.91	75.97	79.37
Fuels	104.8	104.8	104.6	71.10	68.88	68.36
Coal	75.3	77.0	82.5	59.34	59.22	59.07
Oil and natural gas	202.3	198.7	177.8	85.57	81.36	82.65
Non-metal	117.2	121.3	117.1	67.37	64.65	63.49
Manufacturing	103.6	103.2	108.3	62.50	60.80	60.60
Food and beverages	96.3	98.4	95.3	56.03	55.04	54.64
Meat products	112.9	114.0	110.2	65.95	64.10	63.00
Canned and preserved fruits and vegetables	69.7	70.0	63.6	50.01	47.05	49.85
Grain mill products	102.1	104.6	99.4	58.74	57.40	58.36
Bread and other bakery products	103.1	104.9	103.6	52.52	52.52	51.84
Distilled and malt liquors	97.7	103.7	101.0	69.51	70.69	66.00
Tobacco and tobacco products	109.2	109.9	109.9	52.96	49.27	51.55
Rubber products	102.5	102.3	102.2	64.09	62.02	62.63
Leather products	85.9	82.9	90.9	43.16	41.25	42.30
Boots and shoes (except rubber)	88.7	85.9	93.9	41.17	38.61	40.66
Textile products (except clothing)	80.9	80.3	83.2	51.58	49.56	49.18
Cotton yarn and broad woven goods	81.9	81.8	81.3	48.34	47.14	44.85
Woollen goods	69.6	69.8	70.4	49.76	47.09	47.57
Synthetic textiles and silk	86.5	84.5	86.4	57.82	54.96	55.36
Clothing (textile and fur)	90.0	86.3	94.4	42.15	39.07	40.71
Men's clothing	92.6	88.4	97.6	40.91	37.80	39.40
Women's clothing	95.3	88.7	98.6	42.71	38.78	42.28
Knit goods	78.0	77.0	84.2	42.90	40.22	41.11
Wood products	99.0	96.7	94.2	55.77	52.64	52.14
Saw and planing mills	99.8	97.3	91.9	58.10	54.39	53.19
Furniture	102.2	102.6	103.6	52.68	50.87	51.02
Other wood products	82.3	83.5	87.7	49.99	47.35	49.53
Paper products	111.0	113.2	109.6	73.34	71.40	71.90
Pulp and paper mills	113.9	116.4	109.0	78.86	76.85	78.01
Other paper products	103.8	105.5	106.2	58.55	56.73	56.31
Printing, publishing and allied industries	111.0	111.0	108.8	66.22	65.70	63.91
Iron and steel products	96.4	95.6	104.3	68.50	66.42	66.16
Agricultural implements	70.0	64.0	70.5	71.06	67.59	67.94
Fabricated and structural steel	126.7	126.6	133.4	73.42	71.31	69.65
Hardware and tools	97.6	97.3	105.0	64.52	62.92	61.23
Heating and cooking appliances	93.8	92.0	89.2	59.61	56.84	57.55
Iron castings	85.0	82.6	92.6	67.11	64.49	65.16
Machinery mfg.	105.7	106.4	111.5	67.43	65.64	66.01
Primary iron and steel	94.3	94.5	106.7	72.71	71.98	70.36
Sheet metal products	97.8	98.6	105.0	66.16	62.54	62.59
Transportation equipment	121.4	119.9	150.4	71.00	69.03	68.78
Aircraft and parts	331.8	340.3	375.3	75.00	73.28	74.02
Motor vehicles	88.7	81.9	130.2	78.79	80.31	75.33
Motor vehicle parts and accessories	113.9	106.1	120.3	72.96	70.71	66.75
Railroad and rolling stock equipment	79.9	81.1	104.9	64.26	62.27	63.01
Shipbuilding and repairing	133.3	134.1	168.3	63.16	58.01	61.92
Non-ferrous metal products	119.5	119.7	114.6	70.68	70.42	68.69
Aluminum products	121.5	120.0	119.9	67.13	66.50	66.31
Brass and copper products	102.3	102.7	107.8	67.22	65.91	64.45
Smelting and refining	139.5	140.9	124.6	76.88	77.07	74.99
Electrical apparatus and supplies	132.2	131.7	138.4	67.22	65.30	65.20
Non-metallic mineral products	109.8	111.7	110.0	65.39	63.18	62.94
Clay products	97.0	99.1	94.9	62.60	61.08	60.97
Glass and glass products	115.2	115.7	120.9	64.19	61.62	62.32
Products of petroleum and coal	119.4	119.1	117.5	87.08	88.65	84.46
Chemical products	119.5	119.6	118.5	68.57	68.41	65.57
Medicinal and pharmaceutical preparations	108.4	108.2	106.9	63.39	62.35	60.72
Acids, alkalis and salts	122.1	121.7	123.4	76.89	79.42	73.15
Miscellaneous manufacturing industries	99.3	100.4	105.5	54.46	52.93	52.70
Construction	91.2	104.2	91.7	62.32	56.70	61.48
Building and structures	97.1	104.7	101.8	66.14	60.47	65.67
Building	99.0	105.8	105.5	64.73	60.32	66.09
Engineering work	88.8	99.7	153.5	73.07	61.16	66.01
Highways, bridges and streets	81.7	103.5	75.2	55.11	50.65	52.26
Service	108.6	109.3	105.7	39.91	39.57	38.27
Hotels and restaurants	103.4	104.8	100.1	34.73	34.66	33.68
Laundries and dry cleaning plants	100.3	100.4	99.1	36.92	36.00	35.51
Industrial composite	105.8	109.1	107.0	60.12	58.49	58.47

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
Newfoundland.....	39.9	39.3	44.0	140.1	142.9	140.5
Nova Scotia.....	40.8	38.0	40.0	123.5	125.2	126.9
New Brunswick.....	42.4	40.1	41.3	126.1	128.4	126.5
Quebec.....	42.1	39.9	42.1	128.0	128.8	126.6
Ontario.....	40.6	39.5	40.3	150.4	149.6	147.9
Manitoba.....	40.0	38.6	40.5	136.3	136.1	134.8
Saskatchewan.....	40.0	39.2	40.5	148.0	148.3	141.6
Alberta.....	40.6	39.0	39.4	150.4	148.9	143.9
British Columbia.....	38.7	36.8	36.5	171.3	171.7	169.1

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-5	41-3	42-6	160-3	160-6	158-3	69.73	66.33	67.44
Metal mining.....	44-7	42-1	44-6	163-6	164-4	160-9	73.13	69.21	71.76
Gold.....	46-9	44-7	46-1	139-1	139-0	133-2	65.24	62.13	61.41
Other metal.....	43-5	40-7	43-7	178-7	179-9	177-2	77.73	73.22	77.44
Fuels.....	41-2	39-9	39-3	156-2	156-3	157-4	64.35	62.36	61.86
Coal.....	39-2	38-8	37-7	147-9	149-3	162-6	57.98	57-93	57.53
Oil and natural gas.....	47-1	43-3	45-5	176-4	175-6	172-5	83.08	76.03	78.49
Non-metal.....	42-5	40-9	41-6	153-6	152-8	148-8	65.28	62.50	61.90
Manufacturing.....	40-9	39-3	40-7	142-7	142-8	140-4	58.36	56.12	57.14
Food and beverages.....	40-6	39-0	40-9	125-3	126-3	121-7	50.87	49.26	49.78
Meat products.....	40-4	39-5	39-6	153-7	152-6	148-9	62.09	60.28	58.96
Canned and preserved fruits and vegetables.....	39-3	35-3	40-3	108-8	110-7	107-8	42.76	39.08	43.44
Grain mill products.....	40-2	39-1	41-4	136-0	136-0	134-4	54.67	53.18	55.64
Bread and other bakery products.....	43-0	42-5	42-9	108-1	108-8	108-9	46.48	46.24	46.72
Distilled and malt liquors.....	39-7	40-5	38-9	159-1	158-5	153-9	63.16	64.19	59.87
Tobacco and tobacco products.....	40-4	35-9	40-3	121-6	124-3	117-8	49.13	44.62	47.47
Rubber products.....	41-8	40-3	40-8	146-4	144-8	147-0	61.20	58.35	59.98
Leather products.....	40-0	37-1	40-4	100-5	100-9	98-6	40.20	37.43	39.83
Boots and shoes (except rubber).....	39-3	36-0	40-0	96-9	96-7	94-4	39.08	34.81	37.76
Textile products (except clothing).....	42-7	40-6	40-6	110-8	110-7	110-0	47.31	44.94	44.66
Cotton yarn and broad woven goods.....	40-7	39-3	37-6	111-8	111-8	110-6	45.50	43.94	41.59
Woolen goods.....	43-8	41-5	41-3	104-1	103-5	104-9	45.60	42.95	43.32
Synthetic textiles and silk.....	45-4	42-2	44-2	116-2	116-7	113-7	52.75	49.25	50.28
Clothing (textile and fur).....	38-3	34-5	37-5	99-0	99-1	98-5	37.92	34.19	36.94
Men's clothing.....	37-6	33-8	37-6	98-7	98-7	96-9	37.11	33.36	36.43
Women's clothing.....	36-8	32-4	36-5	103-9	103-6	104-2	38.24	33.57	38.03
Knit goods.....	39-9	36-4	38-0	97-2	97-4	98-6	38.78	35.45	37.47
Wood products.....	41-7	39-1	40-4	127-7	127-4	122-8	53.25	49.81	49.61
Saw and planing mills.....	41-0	38-0	39-8	136-9	137-2	131-7	56.13	52.14	51.23
Furniture.....	42-6	41-1	42-6	115-6	115-1	113-0	49.25	47.31	48.14
Other wood products.....	43-6	40-4	43-0	107-0	107-1	106-5	46.65	43.27	45.80
Paper products.....	42-3	41-1	43-1	163-7	162-9	158-0	66.25	60.95	68.10
Pulp and paper mills.....	42-7	41-6	43-8	174-7	173-8	169-5	74.60	72.30	74.24
Other paper products.....	41-0	39-4	41-3	129-3	128-1	123-3	53.01	50.47	50.80
Printing, publishing and allied industries.....	39-6	39-4	39-8	168-8	167-1	162-2	66.84	65.84	64.58
Iron and steel products.....	40-8	39-4	40-4	160-0	158-0	156-2	65.28	62.25	63.10
Agricultural implements.....	40-5	38-7	39-1	170-3	164-9	168-7	68.97	63.82	65.18
Fabricated and structural steel.....	41-4	38-9	39-3	165-6	164-3	163-9	68.56	63.91	64.41
Hardware and tools.....	41-2	40-4	40-5	145-5	145-0	141-6	59.95	58.58	57.35
Heating and cooking appliances.....	39-7	37-6	39-5	141-4	140-0	136-9	56.14	52.64	54.08
Iron castings.....	41-4	40-1	40-5	156-0	153-4	155-2	64.58	61.51	62.86
Machinery manufacturing.....	41-6	40-1	41-9	154-3	152-7	151-0	64.19	61.23	63.27
Primary iron and steel.....	39-7	39-4	39-4	174-5	173-2	170-4	69.28	68.24	67.14
Sheet metal products.....	40-6	37-9	40-2	154-8	152-2	147-0	62.85	57.68	59.09
Transportation equipment.....	40-9	39-7	41-1	164-6	163-7	161-2	67.32	64.99	66.25
Aircraft and parts.....	41-2	40-5	44-0	172-0	170-0	165-1	70.80	69.85	72.64
Motor vehicles.....	41-2	43-0	41-5	175-6	172-7	171-4	72.35	74.26	71.13
Motor vehicle parts and accessories.....	41-4	40-5	39-4	169-2	166-5	161-7	70.05	67.43	63.71
Railroad and rolling stock equipment.....	39-9	38-8	39-1	159-0	157-8	159-5	63.44	61.23	62.36
Shipbuilding and repairing.....	41-4	36-0	41-1	150-8	155-2	147-6	62.43	56.87	60.66
Non-ferrous metal products.....	41-1	40-8	41-0	162-7	163-8	158-2	66.87	66.83	64.86
Aluminum products.....	41-1	40-1	40-8	146-4	147-4	148-2	60.17	59.11	60.47
Brass and copper products.....	41-5	41-1	41-2	152-1	150-5	147-1	63.12	61.86	60.61
Smelting and refining.....	41-2	41-2	40-9	176-2	177-5	171-6	72.59	73.13	70.18
Electrical apparatus and supplies.....	40-4	38-9	40-2	150-1	147-9	148-9	60.64	57.53	59.86
Heavy electrical machinery and equipment.....	39-7	39-1	40-1	164-4	164-8	164-7	65.27	64.44	66.04
Non-metallic mineral products.....	43-3	41-4	43-2	145-3	144-6	140-0	62.91	59.86	60.48
Clay products.....	43-9	42-6	44-4	136-1	136-0	131-0	59.75	57.94	58.16
Glass and glass products.....	43-2	41-2	43-7	144-5	144-3	137-9	62.42	59.45	60.26
Products of petroleum and coal.....	40-8	42-3	41-2	190-6	191-7	183-5	77.76	81.09	75.60
Chemical products.....	41-4	41-6	41-6	148-0	147-2	141-9	61.27	61.24	59.03
Medicinal and pharmaceutical preparations.....	41-0	40-8	41-3	123-0	121-5	115-4	50.43	49.57	48.90
Acids, alkalis and salts.....	42-3	44-2	42-1	169-5	169-4	160-8	71.70	74.87	67.70
Miscellaneous manufacturing industries.....	41-3	39-6	40-8	117-2	117-1	115-3	48.40	46.37	47.04
*Durable goods.....	41-1	39-6	40-8	153-9	153-0	151-4	63.25	60.59	61.77
Non-durable goods.....	40-8	39-0	40-6	131-2	132-3	127-9	53.53	51.60	51.93
Construction.....	39-7	35-1	39-7	152-9	149-1	151-5	60.70	52.33	60.15
Buildings and structures.....	39-4	34-3	39-5	163-4	162-0	165-1	64.38	55.67	63.56
Highways, bridges and streets.....	40-6	36-9	41-3	128-4	123-3	120-1	52.13	45.50	49.60
Electric and motor transportation.....	45-0	44-9	46-0	141-6	142-4	139-0	63.72	63.94	63.94
Service.....	40-2	39-9	40-8	85-2	85-0	82-1	34.25	33.92	33.50
Hotels and restaurants.....	40-7	40-8	41-5	85-0	85-0	82-6	34.60	34.68	34.28
Laundries and dry cleaning plants.....	40-0	38-8	40-2	81-2	80-2	77-0	32.48	31.12	30.95

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955 (1).....	40.9	142.7	58.36	139.9	116.3	120.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 hours and \$56.12.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955 (1).....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955 (1).....	10,611	11,506	22,117	505,472	114,572	620,044

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
FEBRUARY 28, 1955 ⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				January 31, 1955	February 28, 1954		
Agriculture, Fishing, Trapping.....	345	145	490	+	179	—	214
Forestry.....	623	3	626	—	224	—	154
Mining, Quarrying and Oil Wells.....	260	56	316	—	13	+	56
Metal Mining.....	167	6	173	—	7	+	48
Fuels.....	57	12	69	0	0	+	6
Non-Metal Mining.....	9	2	11	—	1	+	1
Quarrying, Clay and Sand Pits.....	2	2	4	+	2	—	6
Prospecting.....	25	34	59	—	7	+	7
Manufacturing.....	2,772	1,889	4,661	+	20	+	141
Foods and Beverages.....	142	103	245	+	40	+	9
Tobacco and Tobacco Products.....	6	5	11	+	2	—	10
Rubber Products.....	18	17	35	—	2	—	28
Leather Products.....	45	81	126	—	24	—	67
Textile Products (except clothing).....	67	111	178	+	19	+	18
Clothing (textile and fur).....	97	980	1,057	+	100	—	169
Wood Products.....	256	68	324	+	87	+	29
Paper Products.....	141	34	175	—	15	—	37
Printing, Publishing and Allied Industries.....	125	91	216	+	7	+	9
Iron and Steel Products.....	385	83	468	—	33	—	18
Transportation Equipment.....	882	76	958	—	26	+	540
Non-Ferrous Metal Products.....	92	54	146	+	9	+	2
Electrical Apparatus and Supplies.....	248	76	324	—	103	—	58
Non-Metallic Mineral Products.....	37	18	55	+	3	—	21
Products of Petroleum and Coal.....	31	12	43	—	51	—	33
Chemical Products.....	144	56	200	—	6	—	40
Miscellaneous Manufacturing Industries.....	56	44	100	+	13	—	59
Construction.....	832	79	911	+	372	+	55
General Contractors.....	615	52	667	+	313	—	58
Special Trade Contractors.....	217	27	244	+	59	—	3
Transportation, Storage and Communication.....	521	183	704	+	87	—	155
Transportation.....	454	81	535	+	95	—	92
Storage.....	18	11	29	—	2	+	5
Communication.....	49	91	140	—	6	—	68
Public Utility Operation.....	45	67	112	+	30	+	33
Trade.....	1,580	1,417	2,997	+	393	—	235
Wholesale.....	567	404	971	+	108	—	9
Retail.....	1,013	1,013	2,026	+	285	—	226
Finance, Insurance and Real Estate.....	630	606	1,236	+	86	—	270
Service.....	1,458	4,815	6,273	+	573	—	254
Community or Public Service.....	172	766	938	+	85	—	111
Government Service.....	624	441	1,065	+	75	—	267
Recreation Service.....	43	93	136	+	11	+	18
Business Service.....	375	290	665	—	19	—	92
Personal Service.....	244	3,225	3,469	+	421	+	14
GRAND TOTAL.....	9,066	9,260	18,326	+	1,503	—	997

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT MARCH 3, 1955 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,861	566	2,427	6,242	1,412	7,654
Clerical workers.....	1,022	2,986	4,008	16,201	27,014	43,215
Sales workers.....	1,314	682	1,996	7,623	15,946	23,569
Personal and domestic service workers...	436	3,714	4,150	41,564	23,211	64,775
Seamen.....	14	.....	14	5,290	13	5,303
Agriculture and fishing.....	368	14	382	4,660	1,061	5,721
Skilled and semiskilled workers.....	2,546	1,244	3,790	248,887	25,049	273,916
Food and kindred products (inc. tobacco).....	30	13	43	2,770	807	3,577
Textiles, clothing, etc.....	87	1,009	1,096	4,765	15,089	19,854
Lumber and wood products.....	553	14	567	37,300	235	37,535
Pulp, paper (inc. printing).....	40	10	50	1,403	618	2,021
Leather and leather products.....	19	50	69	1,867	1,257	3,124
Stone, clay and glass products.....	5	3	8	936	74	1,010
Metalworking.....	285	8	293	23,144	1,572	24,716
Electrical.....	56	6	62	3,428	1,133	4,561
Transportation equipment.....	3	5	8	1,523	80	1,603
Mining.....	25	.....	25	2,576	.....	2,576
Construction.....	262	.....	262	78,345	6	78,351
Transportation (except seamen).....	216	6	222	41,267	154	41,421
Communications and public utility..	21	.....	21	1,341	5	1,346
Trade and service.....	122	97	219	5,382	2,244	7,626
Other skilled and semiskilled.....	741	20	761	29,384	1,340	30,724
Foremen.....	37	2	39	5,762	402	6,164
Apprentices.....	44	1	45	7,674	33	7,707
Unskilled workers.....	1,593	303	1,896	180,104	24,329	204,433
Food and tobacco.....	32	85	117	7,830	7,111	14,941
Lumber and lumber products.....	344	3	347	23,138	391	23,529
Metalworking.....	186	19	205	9,420	806	10,226
Construction.....	138	1	139	93,818	51	93,869
Other unskilled workers.....	893	195	1,088	45,898	15,970	61,868
GRAND TOTAL.....	9,154	9,509	18,663	510,551	118,035	628,586

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Newfoundland	200	230	129	20,023	17,827	20,293
Corner Brook.....	5	12	5	3,468	3,092	3,922
Grand Falls.....			2	1,741	1,377	1,524
St. John's.....	195	218	122	14,814	13,358	14,847
Prince Edward Island	131	138	74	4,423	3,939	4,205
Charlottetown.....	120	128	48	2,793	2,459	2,577
Summerside.....	11	10	26	1,630	1,480	1,628
Nova Scotia	914	893	776	27,192	27,610	26,213
Amherst.....	9	11	4	1,085	1,035	936
Bridgewater.....	11	17	37	1,310	1,365	1,309
Halifax.....	626	731	612	5,297	5,183	4,761
Inverness.....				990	978	926
Kentville.....	166	40	59	3,342	2,824	3,276
Liverpool.....	45	21	9	456	447	650
New Glasgow.....	17	18	15	4,463	4,406	3,712
Springhill.....	1	1	2	531	562	670
Sydney.....	6	27	18	5,797	7,119	5,834
Truro.....	22	19	14	1,239	1,164	1,487
Yarmouth.....	11	8	6	2,682	2,527	2,652
New Brunswick	715	532	879	31,012	27,980	29,735
Bathurst.....	113	117	24	5,095	4,072	4,400
Campbellton.....	35	27	31	2,840	2,225	2,152
Edmundston.....	19	11	7	2,705	2,146	2,667
Fredericton.....	218	67	170	1,833	1,817	2,001
Minto.....	1	4	4	683	673	939
Moncton.....	102	138	308	8,391	7,919	7,533
Newcastle.....	4	11	3	2,922	2,658	2,477
Saint John.....	111	125	299	2,980	3,054	3,657
St. Stephen.....	11	22	23	1,568	1,662	2,058
Sussex.....	9	9	5	531	513	478
Woodstock.....	2	1	5	1,494	1,241	1,373
Quebec	4,502	4,316	4,962	211,568	188,575	192,293
Asbestos.....	9	2	59	880	782	827
Beauharnois.....	12	21	3	1,164	1,182	1,137
Buckingham.....	4	2	5	1,503	1,047	1,409
Causapscal.....	21	40	2	3,320	2,275	2,405
Chandler.....	3	5	7	2,544	2,231	2,376
Chicoutimi.....	137	66	178	2,350	2,018	2,630
Dolbeau.....	28	20	22	1,799	1,027	1,925
Drummondville.....	28	25	37	2,768	2,746	3,271
Farnham.....	40	50	31	1,244	1,214	1,002
Forestville.....	21	28	4	2,096	1,381	1,596
Gaspé.....		5	1	1,836	1,579	1,691
Granby.....	40	29	20	2,375	2,395	1,889
Hull.....	41	22	53	4,120	3,876	3,956
Joliette.....	117	93	29	4,222	3,260	3,895
Jonquière.....	27	76	54	2,568	2,219	2,546
Lachute.....	9	3	6	917	832	971
La Malbaie.....	1		1	2,641	2,114	2,615
La Tuque.....	23	34	17	978	1,039	830
Levis.....	45	42	86	5,957	5,414	4,551
Louiseville.....	46	22	13	1,607	1,100	1,321
Maniwaki.....	3	4	4	1,398	832	1,275
Matane.....	1	2	4	4,395	2,624	3,382
Megantic.....	51	89	1	1,352	1,088	1,293
Mount-Laurier.....	3		6	1,505	979	1,364
Montmagny.....	14	11	13	2,219	1,808	2,049
Montreal.....	2,265	2,096	2,593	68,902	67,363	60,013
New Richmond.....	7	3	5	2,347	1,936	1,908
Port Alfred.....	6	54	4	1,211	1,003	1,307
Quebec.....	363	336	538	16,877	16,214	14,960
Rimouski.....	31	16	12	5,082	3,662	4,749
Rivière du Loup.....	168	154	173	6,153	4,818	5,338
Roberval.....	13	60	10	1,316	873	1,287
Rouyn.....	45	88	58	2,702	1,744	2,896
Ste. Agathe.....	8	4	6	1,488	1,189	1,399
Ste. Anne de Bellevue.....	20	10	14	1,626	1,588	1,305
Ste. Therese.....	23	13	25	2,058	1,957	1,964
St. Georges Est.....	55	119	182	3,418	2,367	2,775
St. Hyacinthe.....	35	36	113	2,429	2,497	2,672
St. Jean.....	39	33	68	2,120	2,082	2,194
St. Jerome.....	17	18	36	2,042	1,922	2,055
St. Joseph d'Alma.....	18	11	11	2,572	2,034	3,026
Sept Iles.....	34	20	9	1,475	1,209	1,413
Shawinigan Falls.....	52	36	18	5,326	4,253	5,507
Sherbrooke.....	151	143	153	5,592	5,149	5,546
Sorel.....	51	29	25	3,515	3,648	2,374
Thetford Mines.....	39	31	32	2,073	1,671	1,829
Three Rivers.....	141	108	112	7,058	6,580	6,444

TABLE D-4.—UNFILED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies ⁽¹⁾			Live Applications		
	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Quebec—Concluded						
Val d'Or.....	99	124	23	1,940	1,502	2,000
Valleyfield.....	52	29	33	2,157	2,146	2,472
Victoriaville.....	43	48	53	2,331	2,106	2,654
Ontario.....	7,079	6,142	7,075	188,749	191,002	159,324
Amprior.....	9	15	13	524	530	459
Barrie.....	54	42	102	1,835	1,764	1,523
Belleville.....	18	28	40	1,966	1,813	1,738
Bracebridge.....	31	10	36	1,595	1,296	1,300
Brampton.....	20	14	23	814	792	610
Brantford.....	41	47	56	2,831	2,917	2,578
Brockville.....	21	7	38	706	779	501
Carleton Place.....	1			373	398	730
Chatham.....	52	16	63	2,727	2,879	2,254
Cobourg.....	9	5	9	759	852	598
Collingwood.....	23	17	22	1,058	1,119	870
Cornwall.....	54	42	78	3,128	3,069	3,515
Fort Erie.....	4	5	12	782	778	657
Fort Frances.....	6	4	10	734	636	392
Fort William.....	107	84	85	3,242	2,795	2,975
Galt.....	55	41	47	1,483	1,564	1,550
Gananoque.....	26	25	3	394	402	336
Goderich.....	26	16	20	697	688	659
Guelph.....	62	50	93	2,374	2,220	1,688
Hamilton.....	399	428	293	14,063	15,724	12,609
Hawkesbury.....	14	7	25	1,225	1,107	1,032
Ingersoll.....	10	11	22	676	661	720
Kapuskasing.....	14	16	56	1,126	831	970
Kenora.....	17	12	18	856	684	711
Kingston.....	130	112	153	1,646	1,586	1,661
Kirkland Lake.....	18	18	26	1,391	1,302	1,385
Kitchener.....	69	44	101	3,242	3,237	2,967
Leamington.....	3	6	20	940	1,267	720
Lindsay.....	41	39	22	1,087	1,078	925
Listowel.....	14	4	12	551	507	520
London.....	340	275	443	5,495	5,666	4,228
Midland.....	6	9	10	1,642	1,746	1,400
Napanee.....	19	7	10	954	819	833
New Toronto.....	65	55	98	3,342	3,433	2,069
Niagara Falls.....	46	38	37	3,099	2,958	2,201
North Bay.....	30	28	31	2,080	1,898	2,097
Oakville.....	464	591	83	625	794	529
Orillia.....	16	13	28	1,262	1,206	1,119
Oshawa.....	89	54	80	3,443	3,675	3,540
Ottawa.....	916	899	876	5,963	5,628	5,084
Owen Sound.....	37	33	70	2,316	2,481	2,249
Parry Sound.....	2	3	2	734	650	629
Pembroke.....	83	68	74	1,957	1,694	1,669
Perth.....	40	26	22	748	689	718
Peterborough.....	24	28	38	3,693	3,499	2,585
Pictou.....	6	3	10	697	704	600
Port Arthur.....	146	106	91	4,916	4,070	4,647
Port Colborne.....	8	1	12	1,057	1,009	924
Prescott.....	8	11	22	985	931	942
Renfrew.....	5	8	5	835	823	901
St. Catharines.....	98	106	99	4,099	3,863	3,813
St. Thomas.....	36	43	53	1,089	1,050	941
Sarnia.....	56	59	50	2,964	2,992	2,595
Sault Ste. Marie.....	73	71	64	3,182	3,625	3,738
Simcoe.....	26	16	30	1,381	1,183	1,197
Sioux Lookout.....	4	15	8	280	256	290
Smiths Falls.....	9	7	15	542	528	531
Stratford.....	32	31	29	1,117	1,253	1,028
Sturgeon Falls.....	2		2	1,534	1,166	1,348
Sudbury.....	332	87	67	4,988	4,476	4,467
Timmins.....	39	42	78	2,254	1,901	2,287
Toronto.....	2,274	1,856	2,720	47,573	48,230	35,034
Trenton.....	18	29	31	1,163	1,120	1,152
Walkerton.....	41	6	29	935	934	801
Wallaceburg.....	4	3	3	779	838	781
Welland.....	13	6	4	2,684	2,719	3,175
Weston.....	142	172	78	1,971	1,842	1,162
Windsor.....	152	160	151	8,673	12,574	6,080
Woodstock.....	30	11	24	863	804	787
Manitoba.....	1,206	1,177	1,507	29,378	28,843	25,325
Brandon.....	147	121	182	2,508	2,392	1,965
Dauphin.....	11	13	11	1,568	1,454	1,208
Flin Flon.....	15	21	23	243	262	249
Portage la Prairie.....	25	19	34	1,311	1,230	1,204
The Pas.....	4	5	15	194	183	159
Winnipeg.....	1,004	998	1,242	23,554	23,322	20,540

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	(1) March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Saskatchewan	588	512	1,095	21,574	20,980	15,652
Estevan.....	21	14	23	392	434	377
Moose Jaw.....	84	63	149	1,931	1,903	1,576
North Battleford.....	25	28	45	1,864	1,745	1,494
Prince Albert.....	13	14	47	2,452	2,539	1,774
Regina.....	171	180	334	5,386	5,176	3,301
Saskatoon.....	154	112	266	4,915	4,647	3,665
Swift Current.....	38	28	100	1,226	1,191	1,010
Weyburn.....	45	41	62	538	521	413
Yorkton.....	37	32	69	2,870	2,833	2,042
Alberta	1,676	1,622	2,198	32,249	30,165	26,714
Blairmore.....	11	9	2	523	512	571
Calgary.....	640	724	966	8,875	8,395	8,178
Drumheller.....	9	8	14	600	454	486
Edmonton.....	769	668	726	15,185	14,064	11,800
Edson.....	50	40	93	386	382	362
Lethbridge.....	64	75	191	3,553	3,243	3,135
Medicine Hat.....	63	41	84	1,598	1,700	1,072
Red Deer.....	65	48	90	1,460	1,276	1,024
Yellowknife.....	5	9	32	66	79	86
British Columbia	1,652	1,318	1,526	62,388	64,161	66,262
Chilliwack.....	25	20	48	2,088	2,179	1,912
Courtenay.....	19	9	128	1,633	1,723	2,011
Cranbrook.....	8	23	7	982	1,086	1,426
Dawson Creek.....	27	12	17	503	464	437
Duncan.....	38	25	46	1,185	923	1,166
Kamloops.....	58	50	51	1,100	1,138	1,159
Kelowna.....	18	9	6	1,291	1,128	1,526
Mission City.....	14	13	21	1,593	1,595	1,682
Nanaimo.....	13	17	42	2,056	1,647	2,373
Nelson.....	21	18	4	1,557	1,500	2,032
New Westminster.....	121	126	116	6,950	7,100	7,238
Penticton.....	8	6	12	1,626	1,539	1,662
Port Alberni.....	7	9	18	756	490	623
Prince George.....	113	98	40	1,091	1,437	1,503
Prince Rupert.....	40	28	31	1,500	1,576	1,511
Princeton.....	2	2	.....	366	376	485
Trail.....	20	9	24	1,175	1,124	1,743
Vancouver.....	865	677	697	28,634	30,850	29,037
Vernon.....	17	5	13	1,893	1,854	2,265
Victoria.....	188	142	155	3,855	3,895	4,112
Whitehorse.....	30	20	51	554	537	369
Canada	18,663	16,890	20,221	628,586	601,031	566,016
Males.....	9,154	8,276	9,628	510,551	483,380	461,039
Females.....	9,509	8,614	10,593	118,035	117,651	104,977

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (2 Months).....	100,408	61,771	38,637	10,030	30,478	31,367	18,685	9,848
1955 (2 Months).....	85,945	51,427	34,518	7,593	22,165	30,181	16,113	9,893

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS, AND AMOUNT OF BENEFIT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit*	Month of February 1955		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	11,200	5,238	239,773 (402)	834,785
Prince Edward Island.....	2,900	603	56,401 (447)	168,449
Nova Scotia.....	18,800	7,275	387,238 (4,414)	1,260,626
New Brunswick.....	17,000	6,447	335,271 (2,768)	1,072,056
Quebec.....	125,400	50,406	2,876,002 (34,752)	9,106,891
Ontario.....	120,200	54,412	2,918,207 (34,739)	9,345,625
Manitoba.....	19,900	6,750	433,184 (5,592)	1,345,524
Saskatchewan.....	14,600	5,267	322,860 (2,448)	1,029,365
Alberta.....	21,500	10,095	437,964 (4,169)	1,429,393
British Columbia.....	43,100	13,424	932,352 (9,607)	2,983,456
Total, Canada, February 1955.....	394,600	159,917	8,939,252 (99,338)	28,576,170
Total, Canada, January, 1955†.....	387,924	206,327	8,219,567 (80,629)	26,149,803
Total, Canada, February, 1954†.....	359,900	168,262	8,391,990 (85,320)	26,675,431

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT FEBRUARY 28, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							February 26, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	19,196 (27)	2,741	2,168	2,396	5,502	3,967	2,422	19,225 (45)
Male.....	18,646 (22)	2,662	2,117	2,328	5,355	3,887	2,297	18,611 (43)
Female.....	550 (5)	79	51	68	147	80	125	614 (2)
Prince Edward Island.....	4,072 (18)	374	325	485	1,244	983	661	3,645 (26)
Male.....	3,447 (16)	303	271	438	1,037	857	541	3,154 (21)
Female.....	625 (2)	71	54	47	207	126	120	491 (5)
Nova Scotia.....	25,565 (175)	3,244	1,946	3,173	6,954	4,725	5,523	23,377 (224)
Male.....	22,418 (158)	2,796	1,677	2,792	6,074	4,320	4,759	20,668 (189)
Female.....	3,147 (17)	448	269	381	880	405	764	2,709 (35)
New Brunswick.....	28,438 (146)	3,435	2,970	3,949	7,496	5,408	5,180	26,394 (122)
Male.....	24,412 (123)	3,053	2,651	3,409	6,530	4,651	4,118	23,174 (105)
Female.....	4,026 (23)	382	319	540	966	757	1,062	3,220 (17)
Quebec.....	197,145 (1,752)	33,009	18,623	26,163	47,341	35,215	36,794	177,501 (1,346)
Male.....	166,754 (1,161)	29,004	16,211	22,448	40,568	30,322	28,201	149,842 (944)
Female.....	30,391 (591)	4,005	2,412	3,715	6,773	4,893	8,593	27,659 (402)
Ontario.....	170,999 (1,528)	26,736	12,364	20,741	43,013	31,131	37,014	139,657 (971)
Male.....	136,073 (1,180)	21,403	9,786	16,763	34,350	25,960	27,811	112,043 (724)
Female.....	34,926 (348)	5,333	2,578	3,978	8,663	5,171	9,203	27,614 (247)
Manitoba.....	28,668 (287)	3,588	1,739	3,001	6,812	6,394	7,134	25,020 (226)
Male.....	22,371 (223)	2,682	1,315	2,281	5,296	5,331	5,466	19,102 (168)
Female.....	6,297 (64)	906	424	720	1,516	1,063	1,668	5,918 (58)
Saskatchewan.....	20,643 (124)	2,119	1,519	2,569	5,764	5,077	3,595	14,422 (93)
Male.....	17,590 (107)	1,715	1,275	2,118	4,850	4,635	2,997	12,421 (75)
Female.....	3,053 (17)	404	244	451	914	442	598	2,001 (18)
Alberta.....	29,618 (185)	5,001	2,528	3,778	7,766	5,761	4,784	24,334 (111)
Male.....	25,503 (158)	4,340	2,230	3,181	6,718	5,222	3,812	20,766 (99)
Female.....	4,115 (27)	661	298	597	1,048	539	972	3,568 (12)
British Columbia.....	54,242 (363)	6,998	3,502	5,306	13,510	11,362	13,564	58,992 (365)
Male.....	42,688 (295)	5,462	2,688	4,035	10,429	9,588	10,486	48,694 (311)
Female.....	11,554 (68)	1,536	814	1,271	3,081	1,774	3,078	10,298 (54)
CANADA.....	578,586 (4,605)	87,245	47,684	71,561	145,402	110,023	116,671	512,567 (3,529)
MALE.....	479,902 (3,443)	73,420	40,221	59,793	121,207	94,773	90,488	428,475 (2,679)
FEMALE.....	98,684 (1,162)	13,825	7,463	11,768	24,195	15,250	26,183	84,092 (850)

* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and claims pending at end of month (regular benefit only)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,826	5,935	891	8,841	5,092	3,749	2,759
Prince Edward Island.....	1,388	1,231	157	1,696	815	881	222
Nova Scotia.....	10,633	8,258	2,375	13,532	8,668	4,864	2,190
New Brunswick.....	11,476	9,414	2,062	13,616	6,690	6,926	3,101
Quebec.....	81,834	61,709	20,126	85,609	53,790	31,819	24,323
Ontario.....	72,192	52,261	19,931	79,570	51,316	28,254	17,209
Manitoba.....	9,480	7,511	1,969	10,466	6,094	4,372	1,492
Saskatchewan.....	7,210	6,154	1,056	8,355	4,602	3,753	1,604
Alberta.....	14,260	9,980	4,280	15,223	10,090	5,133	3,507
British Columbia.....	21,548	15,790	5,758	23,246	14,453	8,793	4,374
Total Canada, February, 1955.....	236,847*	178,242†	58,605	260,159†	161,610	98,549	60,781
Total Canada, January, 1955.....	309,999	235,967	74,032	324,973	223,969	101,004	84,093
Total Canada, February, 1954.....	214,932	163,946	50,986	240,021	158,975	81,046	62,893

* In addition, revised claims received numbered 33,894. † Initial claims considered for supplementary benefit, Table E-5, are included here. ‡ In addition, 33,837 revised claims were disposed of. Of these, 3,411 were special requests not granted, and 1,320 were appeals by claimants. There were 5,007 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—January.....	3,328,000	2,937,000	391,000†
February.....	3,339,000	2,844,200	494,800†
March.....	3,342,000	2,829,400	512,600†
April.....	3,317,000	2,805,300	511,700†
May.....	3,161,000	2,822,600	338,400
June.....	3,150,000	2,902,200	247,800
July.....	3,180,000	2,980,500	199,500
August.....	3,190,000	3,001,100	188,900
September.....	3,206,000	3,014,700	191,300
October.....	3,219,000	3,031,300	187,700
November.....	3,216,000	3,006,900	209,100
December.....	3,275,000	3,000,500	274,500
1955—January.....	3,356,000	2,924,200	431,800†

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	3,393	1,879	1,514	1,400	33,832 (3)	\$ 106,829
Prince Edward Island.....	820	678	142	433	14,055 (6)	38,011
Nova Scotia.....	4,372	3,102	1,270	2,319	102,906 (403)	309,440
New Brunswick.....	6,465	4,340	2,125	3,454	103,121 (339)	294,750
Quebec.....	27,328	19,020	8,308	16,201	649,002 (2,488)	1,678,902
Ontario.....	23,314	17,495	5,819	17,298	710,311 (4,176)	2,125,386
Manitoba.....	3,867	3,012	855	3,022	125,877 (929)	372,906
Saskatchewan.....	3,387	2,478	909	2,338	75,128 (340)	226,113
Alberta.....	4,410	3,105	1,305	2,849	92,299 (564)	286,334
British Columbia.....	7,389	5,501	1,888	4,760	222,358 (1,071)	682,645
Total, February, 1955.....	84,745*	60,610	24,135	54,074†	2,128,888 (10,319)	6,321,316
Total, February, 1954.....	69,467*	50,019	19,448	45,461†	1,414,606 (5,357)	3,007,783

* There were, in addition, 1,900 renewal claims in February, 1955, and 1,152 in February, 1954.

† Includes 1,926 renewal claims in February, 1955, and 659 in February, 1954.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December.....	115.8	112.1	125.2	110.2	117.4	116.3
Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....						

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH, 1955

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1st, 1954	Feb. 1st, 1955	March 1st, 1955					
St. John's, Nfld. (¹).....	102.2	102.7	102.9	101.5	108.0	101.3	100.5	104.9
Halifax.....	113.7	114.6	114.5	106.6	123.3	114.7	118.9	118.5
Saint John.....	116.2	117.6	117.6	112.3	125.0	116.2	116.3	124.0
Montreal.....	116.3	117.1	116.7	114.2	134.5	107.1	116.0	116.8
Ottawa.....	115.3	117.0	116.8	110.2	132.2	111.2	116.6	119.7
Toronto.....	117.4	118.7	118.2	108.8	145.6	110.2	115.4	119.3
Winnipeg.....	114.7	115.4	115.2	109.7	126.0	112.7	113.5	117.9
Saskatoon—Regina.....	113.7	113.8	113.7	109.2	115.7	114.9	117.9	113.1
Edmonton—Calgary.....	114.4	114.5	114.2	108.5	121.1	112.6	115.7	118.2
Vancouver.....	116.3	118.3	117.9	110.0	126.1	112.5	125.6	122.6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(¹) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Esti-mated Working Time
1955*						
January.....	16‡	16	11,106‡	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
Cumulative totals.....	27		12,974		252,171	0.10
1954						
January.....	26‡	26	10,644‡	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
Cumulative totals.....	46		12,607		223,949	0.09

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1955 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to March 1955					
MANUFACTURING— <i>Miscellaneous Wood Products—</i> Lumber mill workers, Roberval, Que.	1	58	1,560	Feb. 17	For a new agreement providing for increased wages, union security and changes in working conditions, following reference to arbitration board; concluded March 31; negotiations; compromise.
<i>Shipbuilding—</i> Electricians, North Vancouver, B.C.	1	94	2,160	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
CONSTRUCTION— <i>Buildings and Structures—</i> Steel erectors, Toronto, Ont.	1	12	276	Feb. 18	For closed shop union agreement; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Miscellaneous—</i> Radio station employees, Quebec, Que.	1	14	375	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; unconcluded.

Strikes and Lockouts Commencing During March 1955

MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Knitted goods factory workers, St. Hyacinthe, Que.	1	(3) 417	5,835	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Sportswear factory workers, Victoriaville, Que.	1	218	325	Mar. 15	For seniority clause in new agreement under negotiations and for dismissal of foreman; concluded March 16; return of workers pending reference to referee; indefinite.
Textile factory workers, card tenders, Cornwall, Ont.	1	35	70	Mar. 23	Protesting warning notice to one worker for poor workmanship (followed by discharge of 10 workers); concluded March 25; partial return of workers pending reference to arbitration; indefinite.
Blanket factory workers, winders, Brantford, Ont.	1	(4) 23	60	Mar. 23	Protesting reduced take-home pay for certain winders under new incentive and piece-work plan; concluded March 25; return of workers pending trial period; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1955 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During March 1955—Concluded					
Miscellaneous Wood Products— Plywood factory workers, Port Alberni, B.C.	1	758	400	Mar. 18	Refusal to use production record forms printed by struck company; concluded March 18; return of workers; in favour of employer.
		(⁵)			
Metal Products— Auto parts foundry workers, Sarnia, Ont.	1	300	2,400	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; un- concluded.
CONSTRUCTION— Buildings and Structures— Metal frame erectors, Windsor, Ont.	1	27	510	Mar. 7	Jurisdictional dispute over erection of frame-work for conveyor belt; unconcluded.

(¹) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(²) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(³) 252 indirectly affected; (⁴) 215 indirectly affected; (⁵) 26 indirectly affected for three days.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1954

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	58	.....	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,665
1931.....	163	76	40	158	142	217	44	205	43	.....	97	.....	1,183
1932.....	154	73	30	123	116	124	21	196	51	.....	83	.....	974
1933.....	111	91	36	112	103	65	15	161	48	.....	63	1	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	.....	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	.....	86	.....	1,071
1937.....	156	149	52	201	157	170	23	227	48	.....	65	.....	1,247
1938.....	156	143	30	263	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	199	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	61	.....	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	.....	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	.....	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	50	.....	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	.....	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	.....	1,345
1946.....	119	145	41	174	346	132	22	237	53	.....	99	.....	1,378
1947.....	117	192	30	180	265	170	40	289	57	.....	110	.....	1,476
1948.....	184	171	30	164	268	182	45	248	45	.....	106	.....	1,387
1949.....	118	145	33	203	250	152	42	257	44	.....	133	.....	1,385
1950.....	60	160	42	173	247	160	62	109	54	.....	120	.....	1,277
1951.....	102	181	21	191	232	215	31	243	53	.....	141	.....	1,415
1952.....	102	177	21	212	235	247	43	254	48	.....	108	.....	1,449
1953.....	119	169	36	188	250	229	35	181	61	.....	87	.....	1,359
1954 (1).....	104	169	33	202	208	238	26	196	53	.....	77	.....	1,309

(1) Preliminary figures.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools.....					1								1
Machinery.....													
Belts, pulleys, chains, lines, etc.....					1								1
Working materials.....													
Nails and spikes.....									1				1
Buildings and structures (including parts of these such as doors, windows, etc.).....													
Working surfaces.....				1							1		2
Miscellaneous.....		1				1							2
Total.....		1		1	2	1			1		1		7
Struck by:													
Tools.....	1			1	2	1							5
Machinery.....	1	1	1		2	1							6
Belts, pulleys, chains, lines, etc.....	2	8			2			1					13
Cranes, derricks, other hoisting or conveying apparatus.....		1		3	2	9		1					16
Automobiles or trucks.....	2	2		2	4	15	1	3	3		2		35
Tractors, loadmobiles, etc.....	2	3				6		1					12
Mine or quarry cars.....				8									8
Trains or other railway vehicles.....					1	2		16			1		20
Streetcars.....													
Other motor-driven transportation vehicles, N.E.S.....													
Man-powered vehicles and craft.....						3							3
Objects thrown or kicked back by tools.....						2							2
Objects thrown or kicked back by machinery.....	1	1		1	9								12
Objects being hoisted or conveyed.....		3		3	3	2		3					14
Objects falling or flying in mines and quarries.....				37				1					41
Materials being handled by fellow worker.....						1		1					2
Materials being handled by victim.....					2	4		1					8
Materials falling from stockpiles and loads.....	1	9		4	8	2		2	3				29
Another person (other than acts of violence).....													
Animals.....	7				1						1		9
Falling trees or limbs.....	4	60						1					65
Landslides or cave-ins.....				7	1	24	1						33
Flying particles.....					1								1
Miscellaneous.....		4		1	2	2	1	1			1		12
Total.....	21	94	1	67	43	73	3	31	6		5		344
Caught In, On or Between:													
Machinery.....	2	1	1		10	2		2					18
Belt, pulleys, chains, lines, etc.....	1			3	2	1		1					8
Elevators, hoisting and conveying apparatus.....				8	1				1				10
Buildings and structures (including parts of these such as doors, windows, etc.).....					1								1
Automobiles and trucks.....	4	1		1	2	2		2	1		1		14
Tractors, loadmobiles, etc.....	1	2		2	1	2		1					9
Mine and quarry cars.....				5		1							6
Trains or other railway vehicles.....				1				6	1				8
Streetcars.....								1					
Miscellaneous transportation vehicles and craft.....					1			1					2
Materials in use or stored in plant.....								1			1		2
Objects in water (e.g., logs, caught between boat and wharf).....		1											1
Miscellaneous.....	1			1							1		3
Total.....	9	5	1	13	25	9		14	3		3		82
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in or between:													
Involving steam railways.....		3		3				18					24
Involving street railways.....													
Involving automobiles and trucks.....	7	9	1	13	23	15	1	35	29	1	10		144
Involving tractors, loadmobiles, etc.....	38	5				7		3	1				54
Involving mine and quarry cars.....				1									1
Involving water craft.....	1	11	18	5	3	9		17	1		5		70
Involving aircraft.....				1	5			13	3		6		28
Involving other transport agencies.....											1		1
Involving elevators and other hoisting and conveying apparatus.....													
Involving animal-drawn vehicles and implements.....	2	1											3
Involving miscellaneous agencies.....													
Total.....	48	29	19	23	31	31	1	86	34	1	22		325

TABLE II-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips (a) falls on same level:													
Due to rough ground or floor surfaces.....													1
Due to collapse of resistance.....		1											1
Due to tripping over or stepping on object.....						1							1
Due to slippery surfaces.....			1		1	1		1					4
Due to slipping while handling materials.....						1							
Due to slipping while operating machines.....													
Due to physical condition of workman.....													
Due to vehicles in motion (other than struck by collision, etc.).....											2		2
Miscellaneous.....	1				1				1				3
Sub Total.....		2	1		2	2		1	1		2		11
(b) falls to different levels													
From ladders or stairs.....				2	4	1		4			4		15
From scaffolds and stagings.....				1	3	30							34
From platforms, ramps and stationary vehicles.....	1				4	4		3			1		13
From buildings, roofs and towers.....	1			1	1	16	2				2		23
From bridges, trestles and catwalks.....				1	1	7		1					10
From poles, trees, logs and stumps.....		1			1		3						5
From stockpiles and loads.....	4	1											5
From moving railway vehicles.....					1			4					5
From other moving transportation vehicles.....	1	2		1		6							10
Into holds of vessels.....					1			5					6
Into shafts, pits, excavations, etc.....	1			14	6	1	2	1	1		2		28
Into rivers, lakes, sea or harbours.....	1	20	7	5	3	13		16			11		76
Into storage bunkers.....					3	1							1
Into tanks, vats or kilns.....					1						1		4
Miscellaneous falls to different level.....	3	1		1	1	1							7
Sub Total.....	12	25	7	27	28	80	7	34	1		21		242
Total.....	12	27	8	27	30	82	7	35	2		23		253
Conflagrations, Temperature Extremes and Explosions:													
Conflagrations.....	2	2		1	5		1	5	1		2		19
Exposure to welding flashes.....					2								2
Exposure to cold or cold substances.....													
Exposure to steam or other hot vapours.....		1											1
Exposure to hot liquids or molten metal.....				1	6	1							8
Exposure to heat or hot substances, N.E.S.....				1	2								3
Explosions—blasting accidents.....	1	2		5	2	2							10
Explosions of coal and/or dust.....				2									2
Air blasts (bumps) in mines.....				6									6
Explosions of steam pressure apparatus.....			1		1								2
Explosions of liquid air, gas pressure apparatus and containers.....				1	4								5
Explosions of gasoline and/or oil.....	1	1		1	3			1			1		8
Explosion of chemicals.....				1							1		3
Ammunition and firearms (accidental).....													
Other explosions.....					2			1					3
Total.....	4	6	1	19	25	3	1	6	2	1	4		72
Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.):													
Exposure to acids, alkalis and similar chemicals.....				3	3	5		4	2		1		19
Exposure to poisonous gases.....		1		35	27	2		1					65
Exposure to dust.....					27	2							
Exposure to poisonous vegetation.....													
Exposure to radioactive substances.....													
Exposure to miscellaneous poisonous agencies.....													
Total.....		1		38	30	7		4	3		1		84
Contact with Electric Current:													
Lightning accidents.....	3					1							4
Exposure to or contact with electricity.....	3	1		5	10	19	14	5			2		59
Total.....	6	1		5	10	20	14	5			2		63
Over-exertion and Industrial Diseases:													
Over-exertion resulting in strains, hernia, etc.....	4	4	2	9	11	9		14	1	1	14		69
Industrial diseases.....					1								1
Total.....	4	4	2	9	12	9		14	1	1	14		70

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Miscellaneous Accident Types:													
Violence.....								1	1		2		4
Bites, stings, etc., by animals, reptiles, and insects.....													
Infection, N.E.S.....		1	1			1							1
Miscellaneous.....						2							4
Total.....		1	1			3		1	1		2		9
Grand Total.....	104	169	33	202	208	238	26	196	53	3	77		1,399

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (1)

Industry	1954 (2)											1953 (2)											Total	
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.		Total
Agriculture.....		2	4	7	13	38	5	11	16	8	.....	104			2	3	23	48	9	20	11	3	.....	119
Logging.....	1			9	41	29	2	2	4	81	.....	169	4		5	2	37	31	4	3	9	73	1	169
Fishing and Trapping.....	3		8		2	6			2	12	.....	33	3		16	3		5				9		33
Mining and Quarrying.....	4	29	4	36	47	6	13	24	38	1	.....	202	4	4	15	2	23	51	8	15	34	34	2	188
Metallic mining.....	4	29	4	36	47	6	13	24	38	1	.....	202	4	4	15	2	23	51	8	15	34	34	2	188
Coal mining.....		29		2	23	42	5	2	8	4	.....	44			15	1	18	47	5	1	13	5		35
Non-metallic mineral mining and quarrying, n.e.s.....				1	13	5	1	9	14	3	.....	46					5	4	3	10	21	2		45
Manufacturing.....	6	6	10	33	92	7	6	8	40	.....	.....	208	3	1	7	8	61	107	9	4	13	37	.....	250
Food and beverages.....	1		2	1	3	5	3	2	3	.....	.....	20				1	5	14	1		4	.....	.....	25
Tobacco and tobacco products.....										.....	.....	.....					2	1			.....	.....	.....	3
Rubber products.....										.....	.....	.....							1		.....	.....	.....	1
Leather products.....					1	2				.....	.....	.....					2				.....	.....	.....	2
Textile products (except clothing).....					1	1				.....	.....	.....					2	3			.....	.....	.....	6
Clothing (textile and fur).....	1			2	8	6		5	20	.....	.....	43	1	1		18	6	2	2	4	26	.....	.....	61
Wood products.....	3			5	5	8				.....	.....	23				1	7	8			4	.....	.....	22
Paper products.....										.....	.....	.....					1				.....	.....	.....	2
Printing, publishing and allied industries.....					1	31	1	3	1	9	.....	47	1		2	2	4	41	3		.....	.....	.....	56
Iron and steel products.....				2	1	3				.....	.....	25			3	1	6	9		2	2	5	.....	28
Transportation equipment.....	1			2	2	4	11	2	2	.....	.....	25				2	2				.....	.....	.....	7
Non-ferrous metal products.....					3	4				.....	.....	6				3	8				.....	.....	.....	3
Electrical apparatus and supplies.....					6	12	1	1		.....	.....	21	1			1	3	8			.....	.....	.....	15
Non-metallic mineral products.....					1	5	1			.....	.....	7				1	6	9			.....	.....	.....	17
Chemical products.....										.....	.....	1					2				.....	.....	.....	3
Miscellaneous manufacturing industries.....										.....	.....	1					1				.....	.....	.....	3
Construction.....	8	15	3	79	58	19	10	21	25	.....	.....	238	6		11	3	48	76	8	10	28	39	.....	229
Buildings and structures.....	2	1	1	1	25	23	8	2	8	.....	.....	78	6		4	1	22	42	4	3	8	13	.....	103
Highway and bridge.....	4	8	2	19	21	7	4	4	9	.....	.....	82	6		3	1	5	22	2	3	12	10	.....	58
Miscellaneous.....	2	6		35	14	4	4	4	9	.....	.....	78			4	1	21	12	2	4	8	16	.....	68
Electricity, Gas and Water Production and Supply.....	2	1	3	5	8			2	5	.....	.....	26	1		2	1	12	11	4	1	.....	3	.....	35
Transportation, Storage and Communications.....	5	1	3	5	38	57	11	14	18	43	1	196	1		5	4	50	53	8	12	17	29	2	181
Steam railways.....				4	10	25	6	2	10	12	.....	69			2	2	12	17	3	3	8	.....	.....	50
Street and electric railways.....										.....	.....	.....									.....	.....	.....	1
Water transportation.....										.....	.....	.....									.....	.....	.....	38
Air transportation.....	3	1	2	1	12	9		1	26	.....	.....	54	1		2	2	14	8			11	.....	.....	1
Local and highway transportation.....	1	1	1	10	23	4	5	6	4	.....	.....	13			1	15	6	1	3	5	11	3	.....	18
Storage.....										.....	.....	53			1						.....	.....	.....	60
Telegraphs and telephones.....										.....	.....	1									.....	.....	.....	6
Express.....	1				5					.....	.....	6					3	2			1	.....	.....	7

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY MONTHS AND INDUSTRIES

Industry	Month												Total, 1954 (1)	Per Cent of Total	Total, 1953 (2)	Per Cent of Total	Number Employed (Thousands)
	January	February	March	April	May	June	July	August	September	October	November	December					
Agriculture	3	3	3	7	13	6	19	13	7	10	15	5	104	7.9	119	8.8	827.0 ⁽³⁾
Logging	14	12	8	10	18	17	13	14	13	22	18	10	169	12.9	169	12.4	129.8 ⁽³⁾
Fishing and Trapping.....	...	5	1	...	5	...	3	3	3	4	4	5	33	2.5	36	2.6	75.9 ⁽⁴⁾
Mining and Quarrying	11	13	23	9	13	20	19	17	18	27	16	16	202	15.4	188	13.8	130.0 ⁽⁵⁾
Metallic mining.....	6	7	12	4	9	16	9	10	12	12	10	5	112	8.5	108	7.9	76.9
Coal mining.....	...	2	7	3	...	2	1	2	3	6	3	3	46	3.4	35	2.6	19.8
Non-metallic mineral mining and quarrying n.e.s.....	5	4	4	2	4	2	3	5	2	9	3	3	46	3.5	43	3.3	33.3
Manufacturing	20	11	17	15	18	21	16	17	18	18	18	19	208	15.9	250	18.4	1,325.8 ⁽⁶⁾
Food and beverages.....	3	1	1	...	2	3	1	2	1	3	1	3	20	1.5	23	1.8	175.5
Tobacco and tobacco products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	0.5
Rubber products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	22.6
Leather products.....	1	...	...	...	...	...	...	...	1	...	...	1	3	0.2	2	0.1	32.6
Textile products (except clothing).....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	72.1
Clothing (textile and fur).....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	120.1
Wood products.....	5	3	4	2	4	3	2	4	2	4	4	1	41	3.1	60	4.4	135.8
Paper products.....	4	...	2	5	4	2	1	1	2	1	2	2	23	1.8	22	1.6	66.2
Printing, publishing and allied trades.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	135.8
Iron and steel products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	188.6
Transportation equipment.....	2	3	5	6	1	3	1	2	7	5	4	1	47	3.6	50	3.7	188.6
Non-ferrous metal products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	155.0
Electrical apparatus and supplies.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	76.6
Non-metallic mineral products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	37.7
Chemical products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	97.5
Miscellaneous manufacturing industries.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	32.4
Construction	17	10	10	11	14	21	25	34	28	32	18	13	238	18.2	229	16.9	493.8 ⁽⁶⁾
Buildings and structures.....	5	2	5	5	5	9	12	8	12	8	6	3	78	6.0	103	7.6	...
Highway and bridge.....	12	2	2	2	2	6	10	10	13	12	5	4	82	6.2	88	4.3	...
Miscellaneous.....	10	5	3	4	5	6	6	6	7	13	5	6	78	6.0	68	5.0	...
Electricity, Gas and Water Production and Supply.....	...	...	3	...	3	7	2	2	3	4	2	...	26	2.0	35	2.6	47.2 ⁽⁷⁾

Transportation, Storage and Communications

	13	17	12	30	6	16	17	12	21	13	17	22	196	15-0	151	13-3
Steam railways.....	4	10	4	5	3	3	8	4	8	6	7	7	69	5-3	50	3-7
Street and electric railways.....															1	0-1
Water transportation.....	1	2	2	16	2	6	4	4	5	3	3	6	54	4-1	38	2-8
Air transportation.....				7		1	2	1		1	1		13	1-0	18	1-3
Local and highway transportation.....	8	4	5	2	1	6	2	3	4	3	6	9	53	4-0	60	4-4
Storage.....				1									1	0-1	6	0-4
Telegraphs and telephones.....	1						1		4				6	0-5	7	0-5
Express.....															1	0-1
Trade	7	7	2	5	1	5	3	4	3	2	4	10	53	4-1	61	4-5
Wholesale.....	3	2	1	3		1		2	3	1	3	7	26	2-0	32	2-4
Retail.....	4	5	1	2	1	4	3	2		1	1	3	27	2-1	29	2-1
Finance	1	1	1										3	0-2	4	0-3
Service	4	3	6	3	5	10	9	4	7	12	9	5	77	5-9	87	6-4
Public administration.....	2	1	3		5	7	7	2	6	12	6	5	56	4-3	63	4-6
Recreational.....						1					1		2	0-2		
Laundry, dyeing and cleaning.....															1	0-1
Personal, domestic and business.....	2	2	3	3		2	2	2	1		2				23	1-7
Total	90	82	86	90	96	133	126	120	131	144	121	110	1,309	100-0	1,359	100-0

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1951. (4) Fishermen only; Industry and Merchandising Division D.B.S. 1953. (5) Industry and Merchandising Division D.B.S. 1953. (6) General Assignments Division D.B.S. 1952. (7) Transportation Division D.B.S. 1953.

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Provinces	Medical ⁽¹⁾ Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1950					
Prince Edward Island.....	320	363	3	0	686
Nova Scotia.....	8,542	7,591	506	58	16,697
New Brunswick.....	5,936	8,828	231	28	15,023
Quebec.....				197	86,246
Ontario.....	118,001	43,820	1,677	225	163,723
Manitoba.....	10,516	5,652	316	29	16,513
Saskatchewan.....	5,610	5,691	114	26	11,441
Alberta.....	18,836	13,804	577	120	33,337
British Columbia.....	43,992	25,852	1,498	162	71,504
Total.....					415,170
1951					
Newfoundland ⁽²⁾	3,425	2,725	67	11	6,228
Prince Edward Island.....	411	439	10	0	860
Nova Scotia.....	9,545	7,503	482	43	17,572
New Brunswick.....	5,710	9,234	206	27	15,177
Quebec.....				207	95,930
Ontario.....	129,486	45,010	1,775	292	176,563
Manitoba.....	11,249	5,577	349	37	17,212
Saskatchewan.....	6,711	6,812	135	18	13,676
Alberta.....	20,312	14,754	636	102	35,804
British Columbia.....	40,268	26,023	1,513	184	67,988
Total.....					447,011
1952					
Newfoundland.....	5,466	4,065	125	19	9,675
Prince Edward Island.....	424	446	11	1	882
Nova Scotia.....	10,236	6,886	539	63	17,724
New Brunswick.....	5,571	8,463	205	28	14,267
Quebec.....				312	97,177
Ontario.....	137,938	54,802	2,157	309	195,206
Manitoba.....	11,351	5,522	337	36	17,246
Saskatchewan.....	7,491	6,939	112	37	14,579
Alberta.....	23,803	14,895	730	92	39,520
British Columbia.....	42,855	25,551	1,391	240	70,037
Total.....					476,313
1953					
Newfoundland.....	5,630	3,972	114	16	9,732
Prince Edward Island.....	479	516	10	0	1,005
Nova Scotia.....	9,732	6,565	519	39	16,855
New Brunswick.....	5,328	7,353	227	20	12,928
Quebec.....				191	93,306
Ontario.....	143,467	55,992	2,198	319	201,976
Manitoba.....	11,759	5,168	382	37	17,346
Saskatchewan.....	8,547	7,466	162	43	16,218
Alberta.....	23,522	17,570	749	124	41,965
British Columbia.....	43,569	23,909	1,253	207	68,938
Total.....					480,269
1954 ⁽³⁾					
Newfoundland.....	4,889	3,396	36	28	8,349
Prince Edward Island.....	506	473	1	3	983
Nova Scotia.....	8,707	7,222	110	48	16,087
New Brunswick.....				23	14,214
Quebec.....				253	87,911
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,454	5,034	372	51	16,011
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
Total.....					463,043

⁽¹⁾ Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

⁽²⁾ For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

⁽³⁾ Preliminary figures.